

If you're not at the table, you're on the menu!

By David Nour, Founder – Relationship Economics

When you're a candidate for a promotion that ends up going to a peer, are you left wondering "why them and not me?" Why were they promoted to manage or lead a broader realm of responsibilities, but not me? Why when I am the one who is more consistently and more recently invited to spend time with the boss, are they the one receiving the promotion?

If this has happened to you, I recommend you take some time for careful introspection regarding why you didn't receive this growth opportunity. To do this effectively, I offer you 10 points to consider.

10 Point Litmus Test: *Be candid when considering these points and take some time for introspection.*

1. Have I demonstrated performance under pressure?
2. Have I completed an initiative which clearly demonstrates my core strengths and capabilities?
3. Have I consistently supported my colleagues by taking a genuine interest in their key initiatives, and by helping them to achieve quantifiable results?
4. Are my communications skills; written and oral, as proficient as they could be?
5. Have I consistently demonstrated the ability to confront others or issues with respect, and problem solve with decisiveness?
6. Have I achieved a high degree of influence to reinforce the ability of proactively engaging others and getting things done?
7. Have I supported my superiors by taking on difficult projects and offering value-based council?
8. Have I succinctly defined my long-term goals and objectives and do I have a road map of how my current and future activities will help me obtain my goals?
9. Have I consistently completed prioritized assignments for others before completing my own? In other words, have I put other people's projects ahead of my own?
10. Have I established a strong personal brand of presence and upmost competence?

Nour Call to Action

If you answered no to any of these questions, you may be prohibiting a potential promotion at your current organization. Sharp "A-Players" realize sooner or later you either move up or move out, so take steps to move up whether within your current position or into another organization.

Steps to Getting Off the Menu and invited to the Table

1. Get an independent assessment of where you are today by taking a behavioral or emotional survey such as Myers-Briggs®, DiSC, Hogan, Birkman, or HBDI™.
2. Engage Three Mentors: One within your organization, one within your industry and one completely outside of both. All with unique and candid insights on your core strengths and weaknesses.
3. Study or profile the leaders or the executives you wish to model yourself, and identify the gaps of your current abilities and where you would like to be in the future.
4. Invest time and resources with a career coach to help you identify strengths and weaknesses.
5. Read [Relationship Economics](#) and apply the Relationship Currency® Roadmap

David Nour is a social networking strategist and one of the foremost thought leaders on the quantifiable value of business relationships. A native of Iran, David came to the U.S. with a suitcase, \$100 cash, limited family ties and no fluency in English! Fast forward 25 years and he has built an impressive career of entrepreneurial success, both within large corporations and early stage ventures. David is the author of *Relationship Economics* (Wiley, 2008), a senior management advisor, and a featured speaker for corporate, association and academic forums, where he shares his knowledge and experience as a leading change agent and visionary for Relationship Economics® - the art and science of relationships. To learn more, please visit: www.relationshipeconomics.NET or call 1-888-339-1333.

