



Podcast Transcript

Podcasts in the learning to lead from the ground up series are provided by Sapphire Training and Consulting, LLC – dedicated to helping organizations mine the leaders of tomorrow from the followers of today. Information on this strategy is available at www.following2leading.com.

This topic is titled *Maintaining Your Career during Turbulent Times*

During tough economic times, it is important to remember what you can do to maintain or increase your position in your organization. In these turbulent times, many employees will focus on whether or not they will be laid off instead of focusing on what they need to do in order to hold on to what they have. When you focus on the negative possibilities instead of continuing to focus on how to positively contribute to the organization, your productivity will decline and leaders may question your dedication to moving the organization forward. They may see you as part of the problem rather than the solution. The goal is to maintain what you have or to improve your position within the organization.

Here are some ideas we have put together to help you:

1. Remember to be a good follower. Leaders in an organization are looking for those that continue to live the organizational values during tough times. If you are not able to recite the values, make sure you have a copy of them available to refer to. Understanding the values will ensure that the behaviors you exhibit are in alignment with the organization. When others see you utilizing the values, they will consider doing the same.
2. Appearance is important. If you look like you have given up on your appearance, it could give the perception that you have given up on your career. Go above and beyond the dress code to ensure that your appearance is of a higher standard than those around you. Now is the time to dress more professionally and to remind yourself that looks matter.
3. Be careful with social media sites. It is easy for people to use a social media site to vent how they are feeling about their current organizational conditions. Once you write it, people will read it and react. This is an easy way for individuals to get caught up in a negative tailspin, and you never know which of your leaders may be following your discussions.
4. The old adage of being the first one in and the last one out of the office each day can have a profound effect on how people perceive you. If you are available and visible to others in the organization, it will demonstrate your commitment. Now is not the time to shorten your workdays or take extra long lunch breaks. Be a role model for those around you.
5. Stay positive. When you maintain a positive attitude, your organizational leaders will appreciate your optimistic outlook. They want and need employees that will work with them and not against them. Even if you are nervous on the inside, don't let other people see it.



6. Continue your own professional development. In a time when training budgets are either cut back or eliminated, it is important to find ways to keep your own skill set up without relying on your employer. Attend networking functions or pay to attend a training session or webinar out of your own pocket. The sharper your own skill set is, the more valuable you become to an organization.

Our philosophy of *learning to lead from the ground up*™ emphasizes that all employees in an organization, regardless of their title or position, are followers and, as such, should remember that their actions will be evaluated by others. What others think of you will determine your future possibilities in an organization. If you want to weather the storm and stay ahead of your competition, take care of yourself and your career. If you don't, they will.

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