



## 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](http://www.following2leading.com).

This topic is titled *Developing Credibility in Your New Role*

During these challenging times, some employees have had the opportunity to take on a new role as the result of reorganization within their company. The organization is giving these individuals the vote of confidence to move forward. However, their peers or subordinates may question whether or not this person is ready to move into the next role. Developing credibility with these peers and subordinates is important to the long term success of the individual in his or her new role.

Here are some ideas for developing or improving your credibility in your new role:

1. Remember that credibility is not automatic – Others will want to see what success your work reflects over time. They will be looking to see whether you stand behind what you say and whether you are consistent in your message. Having employees observe your behavior, values, and principles will go a long way in building long lasting credibility.
2. Do not force relationships with others – Each person will develop their own level of comfort and relationship with you. Keep in mind that not all relationships will be the same. Take them one at a time and spend the time to cultivate a long lasting relationship. If you force others to develop a relationship with you faster than they are ready to, it will set you back further than you want to go. Take the relationship at a pace to which the other person can adapt.
3. Be patient – It is human nature for individuals beginning in a new role to want to achieve everything all at once, especially when we experience early success. However, when it comes to building credibility, you will need to be patient. If it were as easy as getting the keys to a company car or access to the corporate credit card, credibility wouldn't be a topic worth discussing. Since it is not that easy, be patient and let credibility come to you. It will be worth it in the end.
4. Do not strive for immediate perfection in your new role – Many employees put an enormous amount of pressure on themselves to strive for perfection in every aspect of their job out of the gate. In many cases, this expectation is not realistic and could cause more harm than good. Be realistic in balancing your relationships with the rest of your workload. It will come together sooner than you realize.
5. Stay positive – Do not get discouraged when some employees question your intentions in your new role. Most likely they are trying to figure out for themselves where you stand and which



battles you will choose to fight. It doesn't always mean they are ready to buck the trend. If you stay positive and give employees time to see what you are about, you will be successful.

6. Do not assume everyone will want to follow you right away – If you do the right thing and stay true to who you are, people will follow you. It just may take some time. The common theme among all of these suggestions is time, patience, and allowing each person to decide for themselves the level of credibility they are going to have with you.

Using our philosophy of *learning to lead from the ground up*™, it is important to remember that all employees of an organization regardless of their title or position are followers and, as such, should remember that their actions will be evaluated by others. When developing credibility in a new role, your actions will determine your legacy. Think about the legacy you want to leave in this role and how you want others to feel about you.

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