

The Promotability Index

WILL YOU GET PROMOTED? OR ARE YOU JUST PROMOTABLE?

When Is It Time to Move On?

People say: "I've been at my current job six years. I'm killing myself, but I wonder when, if ever, I'll be promoted." How can a person tell? And in this job market, employees are sometimes deciding to move out in order to move up.

But before jumping blindly from one job to another, reassess your situation. What are your chances of getting promoted where you are?

Half the people who come to The Five O'Clock Club are employed and have decided it's time to move on. But before moving on, ask yourself: Are you learning new skills that increase your marketability and fit in with your Forty-Year Vision? If so, stay.

If not, try to improve your present position. If you want to change fields, can you do it within your present company? If you need new skills, get them on your own or get them where you are now. If you want to start your own business, keep your day job and start it at night. If there's no benefit in staying, then move on.

CASE STUDY Jim Moved Too Much

Jim had an amazing career—moving up every year and a half or two by switching companies. He lost his most recent job because of a downsizing, but had no trouble getting interviews since all of his jobs had been with Fortune 100 firms.

Then his job hopping caught up with him. Because he'd had five jobs in eight

years, prospective employers were wary. Why had he not been promoted?

After a lengthy search, Jim found a job in a city that was not to his liking. He could stay there awhile to offset the image of being a vagabond or consult there while continuing to search.

Sometimes Job Hopping Is Okay

In certain industries, job hopping is to be expected—many parts of the entertainment field, for example, or the Internet industry. But other industries want employees to be more stable.

Four Key Indicators That You Will Get a Promotion

There's a big difference between being promotable (valued highly as a right-hand person or team member but staying right where you are) and actually getting promoted. We all know people who have the qualifications to move up but who just never do. Ask yourself these questions:

1. Are you READY?

- Are you considered a star? Have you developed a reputation in your field? Are you active in your industry? Do you help others in your department?
- Are you so known for your skills that people look to you for help?
- Is the next move an obvious career step? If the move doesn't make sense to you, it probably won't make sense to others either. Also remember that a lateral

move may be the right one for you at this point.

- Have you trained your replacement? You'd better do that or bosses will be reluctant to leave a hole in the organization.



2. Are you INCLUDED?

- Are you the type who simply helps out while the choice assignments go to someone else? Or do you get good assignments so you're seen as a person on the leading edge?
- Are you asked to represent your department on important projects and task forces?

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THE FIVE O'CLOCK NEWS

from America's Premier Career-Coaching Network
VOL. 20, No. 67 ISSN 1082-3492 July/August 2006

The Five O'Clock News is a publication of The Five O'Clock Club, published ten times a year for \$49. The Five O'Clock Club is a non-denominational organization based on traditional religious ethics: **putting job hunters and employees first**. It provides affordable, state-of-the-art outplacement services directly to individuals and via the corporate market. Services include lectures and career coaching in small groups through a nationwide network of branches, and private job-search as well as executive coaching through certified Five O'Clock Club coaches.



Article submissions based on 5OCC methodology are welcome. There is no guarantee of publication. All submissions become the property of The Five O'Clock Club, Inc.

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- Are you invited to meetings where your peers are excluded?
- Do you volunteer for critical responsibilities, including tasks for which your boss is responsible?

3. Are you ACCEPTABLE to others?

- Do you get along well with your peers? Bosses want to make popular decisions. And if your peers do not like you, they might not support your promotion. Those who are disliked rarely become the boss because of the danger of having others resign.
- Do you get along well with your boss? Make sure your boss looks to you for input. If you don't like your boss, chances are your boss doesn't like you.
- Have you supported your boss and

never undermined him or her? If not, you're doomed.

- Have you become part of the power center? Are you known to your boss's peers and others above you? (Use the *Eight-Word Message* for this.) If no one knows your talents or likes you, you won't be promoted. Few promotions are made without some involvement from the company power structure. Power structures don't like unknown quantities.

4. Are you in the RIGHT PLACE at the RIGHT TIME?

- If you are doing everything right, but your company is not doing well, you're not going anywhere. You will stay as a valued employee, but you are unlikely to get promoted.
- Is your boss going somewhere? If not, he or she may be a roadblock.

When should you leave? Don't wait until you're so battered that you can barely

think straight. Consider lateral moves into faster-growing companies. Big companies add credentials to your résumé; smaller companies add responsibility and experience.

Career Development Starts at Home

Think of ideas for changing your present job to move it in the direction you want to go. If you know where you are heading, you can be open to new assignments or projects that would give you experience in those areas. Move away from areas no longer compatible with your long-term career goals. When special projects come up that would give you new skills or update your old skills, gradually start working on those projects informally. ●

Kate Wendleton,
President and Editor-in-Chief

Summer is One of the Best Times to Job Hunt

Tell your competition to keep on relaxing. Five O'Clock Clubbers keep on going—and get the jobs. August and September are two of the highest hiring months. Who gets hired then? Those who searched in the summer. Be sure to tell your friends about us: www.FiveOClockClub.com
Email: info@FiveOClockClub.com



“The Five O'Clock Club is plain, easy-going and unconventional . . . Members or guests need not don their dress suits to attend the meetings.”
(From the Club History
—written in the 1890's)



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