

Job Promotion

5 Effective Strategies for Earning a Promotion & Advancing Your Career

Set Career Goals

Take a moment to reflect on your career and where you want to be in the next 6 months, 1 year, and 3-5 years. This will lay the foundation for the conversation that you will need to have with your manager. During a time when your company or team is performing well, schedule some time with your manager to communicate your career goals. You can start the conversation by stating that you are interested in growing with the company and would like to know what you need to do to earn a promotion.

Commit to Learning

Once you know what you want the next few years to look like, work backward to create a career development plan. You can work with your manager or conduct your own research on job roles to identify the skills and knowledge you will need to earn a promotion. Be sure to utilize all your available resources to develop your skills and knowledge. A great place to start is LinkedIn Learning!

Journal Your Accomplishments

You have to be your biggest advocate to earn a promotion. Take time each week and log any skills you learned and quantifiable accomplishments you made in the given week. This journal can then be used to provide a justification for why you deserve a promotion. Be sure to highlight how you contribute to the company's bottom line and when you have demonstrated leadership skills.

Network Internally

Take time to get to know the people that you work with, both directly and indirectly. Develop meaningful relationships by asking the right questions and taking a genuine interest in the success of those you are bonding with. This will allow you the opportunity to promote yourself across the company and find individuals at your company that support you and your mission. You can start networking internally by taking advantage of internal networking opportunities such as lunch and learns, coffee chats, etc. Once you have made strong connections, keep these relationships healthy by continuing to connect with these individuals on a regular basis.

Ask for a Promotion

A promotion does not often land in your lap. You will likely need to ask your manager for a promotion and provide reasoning for why you deserve the promotion. There is a chance that even if you do deserve the promotion, you may not receive it. In this case, ask your manager for feedback and use the feedback to position yourself for a promotion down the road. You may also want to consider finding a job at a different organization that will serve as a promotion. Take ownership of your career and understand your need to professionally grow. It is important to know your worth and professionally navigate the situation.