

Praises

Raises

Promotions

**Creating a Vision of
Excellence**



Ever been
Passed over
for a Promotion?



A man in a dark suit, white shirt, and patterned tie, wearing glasses, is seated at a desk. He is looking down at a white document he is holding with both hands. His expression is one of concern or frustration. In the background, there is a white brick wall, a wooden ladder-style shelf with a globe and several binders, and the back of a woman's head with curly hair. The overall scene is dimly lit, suggesting an office environment.

Received and Unexpected
Poor Performance Review?

Didn't Get
that Raise?
(Or let go)



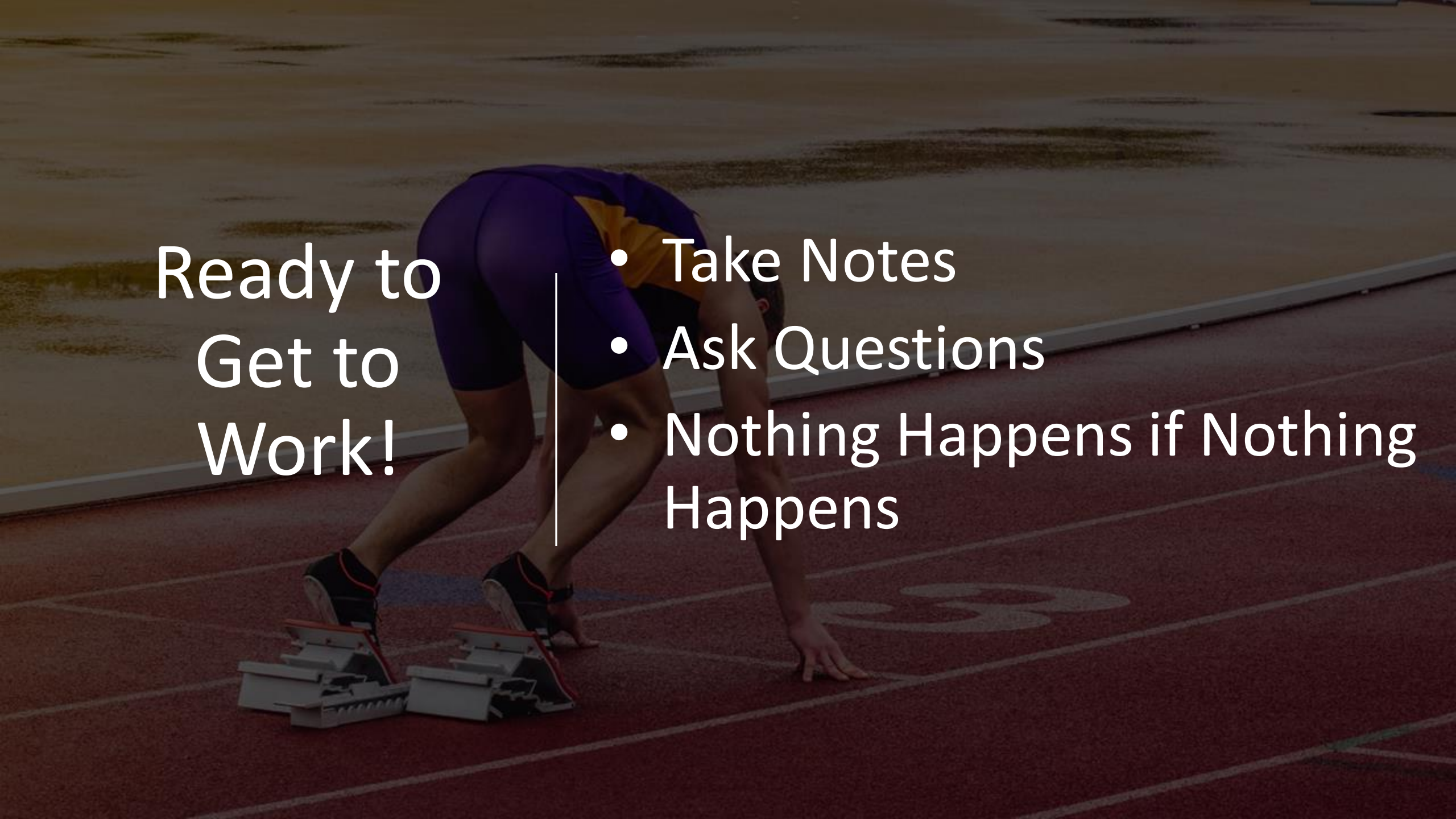
A portrait of Kevin Olsen, a man with a beard and mustache, wearing a grey suit jacket over a white shirt. He is seated and looking directly at the camera. The background is a dark, textured wall with a column on the left.

Kevin Olsen

Masters, I/O Psychology

Strategic
Interventionist

CHPC

A person wearing purple shorts and a yellow and purple shirt is in a starting crouch on a red running track. They are wearing black athletic shoes and are positioned over their starting blocks. The background shows a blurred track and field area.

Ready to
Get to
Work!

- Take Notes
- Ask Questions
- Nothing Happens if Nothing Happens



Vision

Goals

Clarity

SEER of Success

1. Sleep
2. Eat
3. Exercise
4. Recover





Promote Yourself to CEO NOW!

- ✓ Do you see yourself Professionally?
- ✓ Would you hire you?
- ✓ Would you promote you?



Who Do You Work For/Who Needs you?
Why/Reasons You Work For Them?
Why I want to show up for them?
how do I feel when I show up?

Your Passion
or
With Passion?



If you do not know your Passion
Then work with Passion!



Can you see me?



Are You Visible or Invisible?

- Is your work seen by the people who authorize the checks and make promotions?
- Do you get recognition for projects you complete?
- Are you being passed over for promotions?

How to Be Seen

- Be front and center, close to management
- Be present and pay attentions in meetings
- Take notes
- Ask clarifying questions
- Speak with confidence
- State your opinion, even if you know someone is going to disagree with you
- Turn down non-essential meetings and focus on your priorities

A young boy with curly hair, wearing a grey suit jacket, a red tie, blue jeans, and red sneakers, is walking across a bar chart. He is wearing red-rimmed glasses and pointing his right hand towards the top right. The bar chart has several bars of varying heights, colored in shades of green, yellow, and orange. The background is a dark grey gradient.

EARNING A PROMOTION

- Is what I am doing at work the most valuable way to spend my time?
- Do I align my workload with the priorities of my boss?
- Do I bring value to my company?
- Am I easily replaceable?

R₁ E₁ S₁ U₁ L₁ T₁ S₁

D₂ R₁ I₁ V₄ E₁ N₁



- What have I done that has exceeded expectations?
- What have I done that saved the company money?
- What have I done that earned the company money?
- What have I done that built relationships that benefit the company?
- What am I doing to move the company forward?



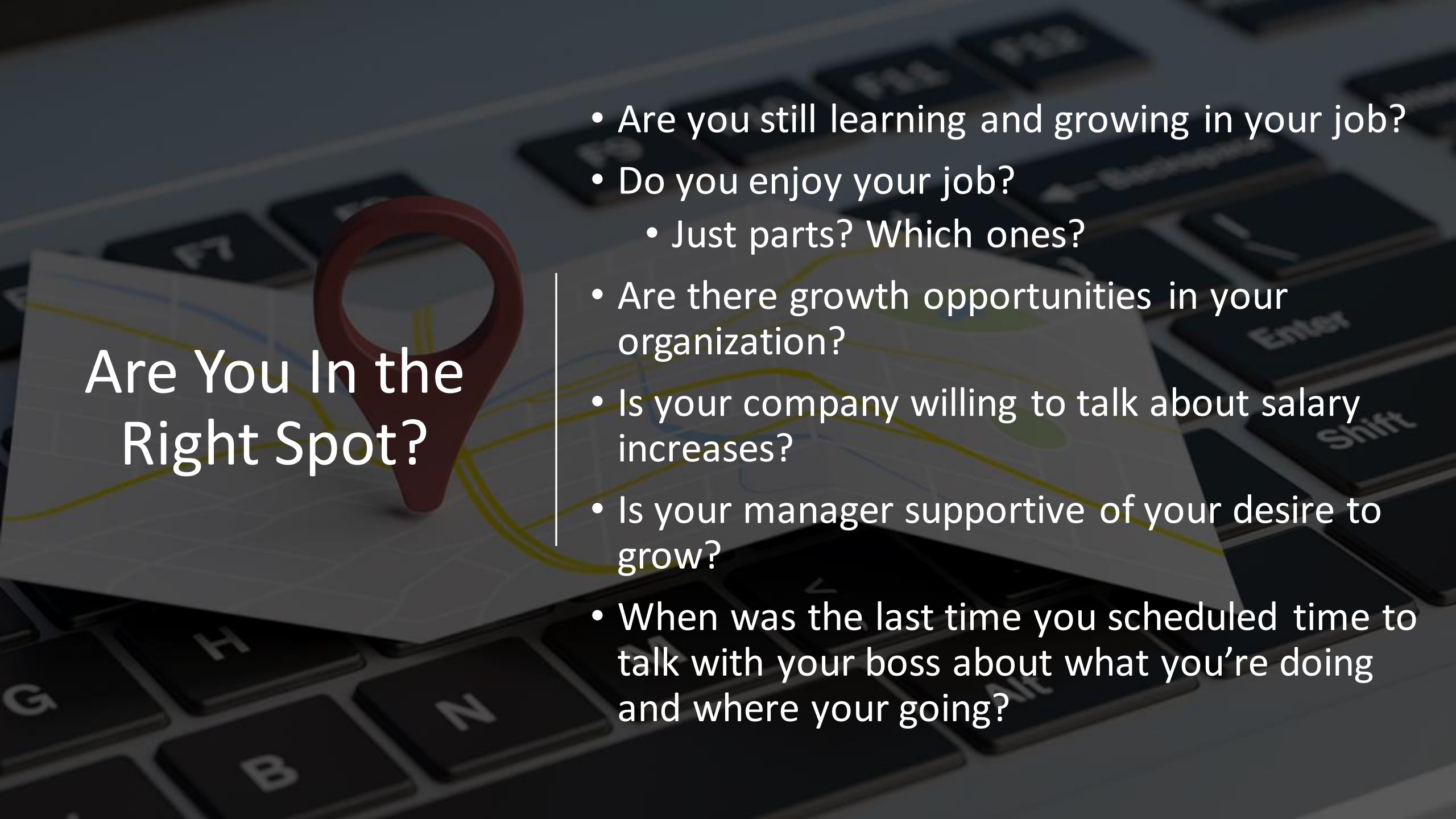
HOW TO GET THE RAISE

- Does your work align with your boss's priorities?
- Do you know the median pay for your role in your geographical area?
- Are you documenting everything you do that's strategic?



Manage Up
or
Manage Out

Manage Your
Manager



Are You In the Right Spot?

- Are you still learning and growing in your job?
- Do you enjoy your job?
 - Just parts? Which ones?
- Are there growth opportunities in your organization?
- Is your company willing to talk about salary increases?
- Is your manager supportive of your desire to grow?
- When was the last time you scheduled time to talk with your boss about what you're doing and where you're going?

Are You Sure You Are In the Right Spot?

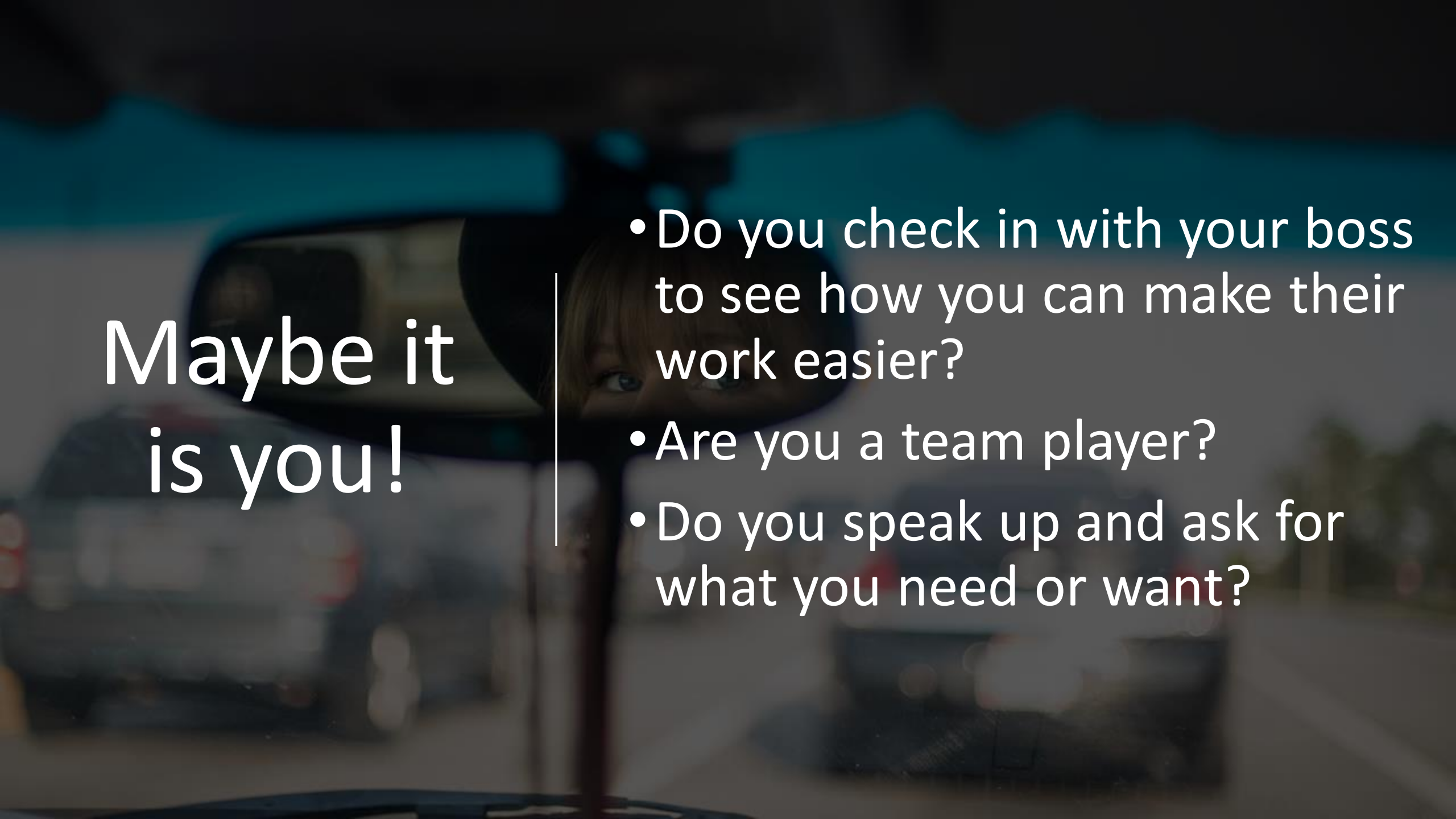
- Would you say your overall work environment is positive or negative?
- Is management open to hearing your ideas?
- Is management supportive of your work?
- Are your co-workers helpful and supportive?
- Are there clear expectations so you understand how to be successful?
- Are you able to ask for a raise or a promotion when it's warranted?





Maybe it is you!

- In what ways do you encourage a supportive work environment?
- How often do you make yourself and your work visible?
- Do you ask for help or clarification when you need it?
- Have you clarified with management what your goals are within the company?

A young girl with blonde hair is looking out of a car window. The background is a blurred parking lot with several cars. The text is overlaid on the image.

Maybe it
is you!

- Do you check in with your boss to see how you can make their work easier?
- Are you a team player?
- Do you speak up and ask for what you need or want?



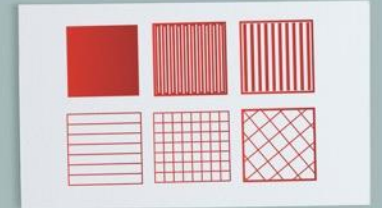
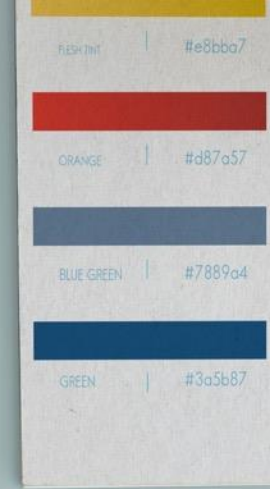
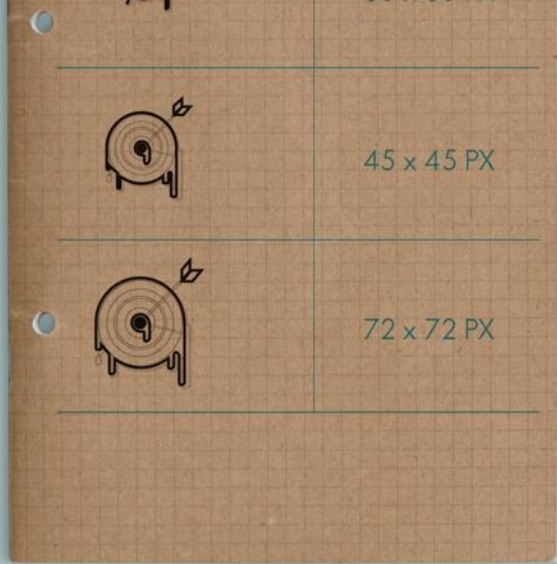
Voice your Desires

- Do you meet/speak with your boss every week?
- Do you list and review the projects you are working on?
- Do you have them in order of priority with an estimated time for each project's completion?
- Do you ask if you have the priorities correct or if there is something else you could be working on that is a higher priority?


Really Voice your Desires



- Are your aspirations known?
- Does your boss have subconscious biases and assume things about you that are not true?
 - How do you know?
- Have you made it clear that you want to be promoted?



Planning for Success

A top-down view of a person's hands holding a tablet computer over a table. The table has a white coffee cup, some papers, and a blue folder. The background is a dark, textured surface.

Do you Meet Weekly or Weakly Meet?

- Is it via email, phone, or in-person?
- Is it a dedicated, scheduled, and reoccurring meeting?
- Who sets the agenda?
- Ask about what matters most to you
- Ask if that matters to them/to the organization
- Ask about what matters most to your Boss
- Is there anything else I can do/should be doing?
- Assume you/they will never know if you don't ask!

R O U T I N E

Reasonable Routine

- Morning
- Evening
- Weeks End
- DWMQY
- Month End
- Quarter End
- New Year!

Every: Day/Week/Month/Year

Sun	Mon	Tue	Wed	Thu	Fri	Sat
S	C	H	Break	I	L	E
S	U	C	before	S	S	
13	14	15	you	17	18	19
20	21	22	Break	25	26	
27	28	29				

PLAN

Daily Breaks

Weekly Wins

Monthly Merriment

Quarterly Vacation

What's Holding
You Back?



S.O.S.



Shiny Object Syndrome

ARE YOU SELF-SABOTAGING?



- PROCRASTINATING
- TAKING NO BREAKS
- YOU QUIT EARLY AND OFTEN
- SNOOZING
- OVERSPENDING
- GET DISTRACTED
- NUMBING YOURSELF
- CAN'T/WON'T MAKE DECISIONS
- SAY YES TO TOO MANY THINGS



Makes & Halts All Decisions

H.A.L.T.S

Hungry

Angry

Lonely

Tired

Stressed/Rushed



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