

# Career Advancement by Staying Put

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# Who this presentation is for

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You have felt pressure to move up the ranks

You are trying to decide what's the right role for you

Learn how the mindset of success equaling worth has become common in many parts of American culture

Learn tools and techniques to determine what you truly want out of your career and get past feelings of failure/outside pressure to advance when you do not want to

Learn strategies to get and/or keep the job that is truly right for you

# Outline

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- Why this presentation?
- Disclaimer
- Success = Worth
- Determine what YOU want
- What's it really like being a supervisor?
- Putting it all together
- Resources and References

Why this presentation?

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# Disclaimer

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Not a universal experience

We work to live

Participate if feel comfortable

Success = Worth

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# Prompt to start mulling over

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If you have experienced it, what has success = worth looked like for you?



# Capitalism

Emotion/Feeling/Thought:

- Making less money is a sign I am a failure

Monetization of work

Internalized capitalism





# Bootstraps and Personal Defects

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## Emotion/Feeling/Thought:

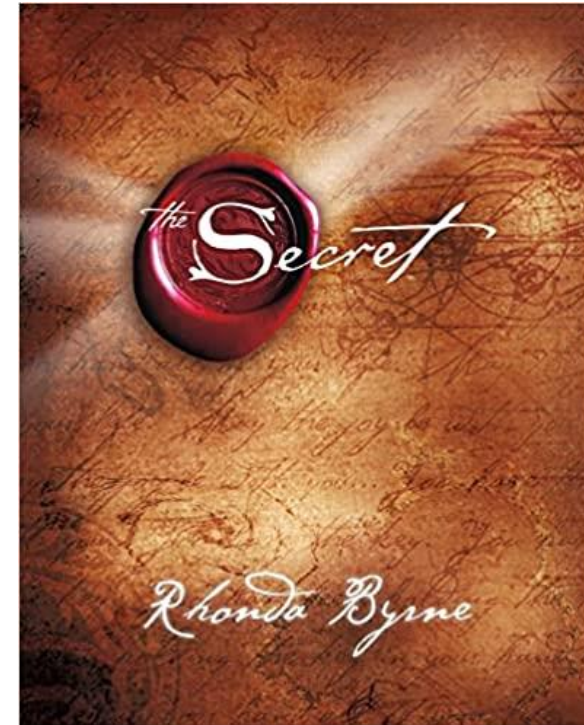
- I just didn't try hard enough. If I had \_\_\_\_ it would have worked out

## Prosperity Gospel

- The Law of Attraction

## Meritocracy

- Assumption of equal playing field



# Prompt

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If you have experienced it, what has success = worth looked like for you?



Determine what YOU  
want

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# Why it's important

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## You

- “That’s going to be the hardest money you’ve ever made if you’re miserable in that job”
- "What is your line?"
- "Getting off desk may sound like a good idea, but jumping into something [you're] not suited for is not the solution"

## Everyone Else

- “You can tell they don’t want to be there.”
- Can you pull your weight?
- What’s it like working under a bad supervisor?

# When is it important?

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Every five years

Major life changes

"How do you want to leave?"



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# Prompt to start mulling over

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Have you felt pressure to change your position and where did that pressure come from?



# Where does pressure come from?

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Ego stroking

Family

Want to be in the room where the decisions are made

Concern around who could be the boss

Really want to try/think will be good at it

Money

Can do current job well so obviously you can be a supervisor/administrator

Sunk cost fallacy



# Prompt

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Have you felt pressure to change your position and where did that pressure come from?





# Honestly Assess Yourself

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What do you enjoy and dislike about your current position?

- What gives you energy? Drains it?
- What makes you feel like you've accomplished something at the end of the day?
- What do you do that makes you proud?
- What do you complain about with your friends/family? Coworkers?

# Honestly Assess Yourself

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What are your boundaries?

- How many you willing to supervise
- What positions are you willing to supervise
- Leave work at work
- Level of customer service expected

# Honestly Assess Yourself

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What do you want out of your career?

- Good work/life balance
- Make a difference in your community
- Fun

What's It Really Like Being a  
Supervisor?

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# No Pros or Cons

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These are realities without judgement

Everyone has different skills, goals, personalities, etc.

No one will enjoy every aspect

No one will excel at every aspect

Finding the balance is the key



# Prompt to start mulling over

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What is one thing that you wish you were told BEFORE you became a supervisor?



# Day-to-Day Things

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You support your staff so that they can do their jobs

Roll up your sleeves

Goal is to keep things running smoothly and handle issues as they come up



# Esoteric Things

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Middle Management means just that

The higher up you go, the more power you have and the more attention you get

Can't forget the day-to-day stuff





# Supervisory Things

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Professional distance

Good supervisors hold people accountable

Boring/Forever Taking stuff



# Prompt

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What is one thing that you wish you were told BEFORE you became a supervisor?



# Putting It All Together

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# Prompt to start mulling over

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If you have hired before, what advice would you give someone wanting to step back? Make a lateral move?



# How do you know if you would be good at \_?

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Speak with the person who left their job

- What was their day like?
- Biggest challenges
- Rewarding?

Ask colleagues

- Someone you work with but aren't close to

Interim

- Make sure know interested in this
- Proving every day that you're worth considering
- Not sure if they're going with this option? Ask!



# Marketing yourself for a supervisory position

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Show understanding of how the role is different  
and what about it that excites you

Interim experience

Connect your current work

Lay groundwork

Willing to move?



# Marketing yourself for a non-supervisory position

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Honest about why applying

Convince not about to attempt to "take over" or manage coworkers

Play up the things you have learned



# Supporting yourself in a non-supervisory position

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Show understanding of how supervisory roles are different and how it's not a good fit

Honest about what want in career

Use the language they use

Show will continue to be engaged





# Prompt

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If you have hired before, what advice would you give someone wanting to step back? Make a lateral move?



# Resources and References

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# Resources and References

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## Disconnecting success from worth

- *Rest is Resistance* by Tricia Hersey (2022)
  - "You were not just born to center your entire existence on work and labor. You were born to heal, to grow, to be of service to yourself and community, to practice, to experiment, to create, to have peace, to dream, and to connect. pg 122"

## Rethinking how much you should give to your job

- Vocational Awe and Librarianship: The Lies We Tell Ourselves. *In the Library With the Lead Pipe*. January 10, 2018. Fobazi Ettarh
  - <https://www.inthelibrarywiththeleadpipe.org/2018/vocational-awe/>

## Becoming a manager

- advice for new managers. *Ask a Manager*. January 17, 2023. Alison Green
  - <https://www.askamanager.org/2023/01/advice-for-new-managers.html>
- *Becoming a Manager: What No One Tells You*. *Jody Michael Associates*. 2018. Anna Bray
  - <https://www.jodymichael.com/blog/becoming-manager-no-one-tells/>
- 3 ways to determine if you're ready to be a manager. *Fast Company*. April 15, 2022. Bob Marsh
  - <https://www.fastcompany.com/90740898/do-i-want-to-be-a-manager-here-are-3-ways-to-determine-if-youre-ready-to-lead-a-team>

# Resources and References

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  - <https://www.askamanager.org/2021/04/do-i-really-have-to-have-a-career.html>
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## Stepping back from management or admin job

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  - <https://www.askamanager.org/2021/01/how-do-i-adjust-to-not-being-the-boss-anymore.html>

# Resources and References

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## Capitalism and Prosperity Gospel, history and criticisms

- "Our God Is Marching On!" Reverend Martin Luther King, Jr. Speech. March 25, 1965
  - [http://americanradioworks.publicradio.org/features/prestapes/mlk\\_speech.html](http://americanradioworks.publicradio.org/features/prestapes/mlk_speech.html)
- Capitalism is failing. People want a job with a decent wage – why is that so hard? Richard V Reeves. *Brookings*. April 29, 2019.
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- American Capitalism is Brutal. You Can Trace That to the Plantation. *New York Times Magazine*. August 14, 2019
  - <https://www.nytimes.com/interactive/2019/08/14/magazine/slavery-capitalism.html>
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