

**EPISODE 107: HAVE YOU PLATEAUED IN YOUR CAREER?****1. IT MAY, OR MAY NOT, BE ABOUT YOU**

- Structural plateau: no advancement vacancies, organizational limitations, downsizing. It's not about your talent, skills, or value.
- Content plateau: no growth opportunities for new and challenging work or responsibilities that allow you to grow professionally.
- Personal choice. Better balance between work life/personal life. Don't want the increased stress, pressure, travel, etc. of the job.
- Personal growth edges, blind spots.

**2. HAVE A RESPONSE STRATEGY**

- Identify the reason for the plateau.
- Come to terms with the situation and then consider your strategic choices.
  - Make effort to demonstrate your worth and readiness of upward promotion.
  - Plan to become THE go-to person right where you are. Become the indispensable subject matter expert.
  - Look for an adjacent team or program to align with that might enable you to develop new skills, new network, and new appreciation for your readiness for new responsibilities.
  - Discover what skills you can work on to recreate your brand and value.
  - Consider an exit from the current company to a new company that provides a fresh start or new opportunity.
- Own your growth edges and work on them. What are core competencies that you lack or need to improve?
- Improve your soft skills: your attitude, communication skills, how you relate to others, etc.

**3. MANAGE YOUR MINDSET**

- Easy to conclude that your organization doesn't fully understand or value you and your work.
- Tempting to assume a person in management above you has a negative view of you and he/she is responsible for you being plateaued, set aside, taken off the A list and the A team.
- Easy to think there is something wrong with YOU. Tempting to slip into unwarranted self-blame or recrimination.
- In today's business environment, many have to decouple the linking of "upward promotion" to their self-worth, value, and competence.
- Easy to become resentful and have that attitude contaminate your passion, pride, and commitment to excellent work with a good attitude. Tempting to be less productive and "retire in place" and secretly coast.

#### 4. RECOGNIZE THE HIDDEN BENEFITS OF A PLATEAU

- It can be a time of less pressure with more time to think and reassess what you want to do in the near future or for the rest of your life.
- Gives many people chance to find meaning and value outside of work:
  - Time with family, friends.
  - Time for hobbies and pleasure activities.
  - Time for developing new skills by studying or attending classes.
  - Time for service to others.
  - Time to play with a side-hustle.

#### 5. LEARN HOW TO AVOID PLATEAUS

- Not always possible.
- Do your own personal periodic review regarding the development of your hard and soft skills, your professional competence and relational competence.

Sources mentioned in this episode:

[Communication Guys Episode 102: “The Soft Skills are the Hard Skills”](#)

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