



# Take Control of Your Career Trajectory

We have all seen habits in our fellow employees and managers that lead us to think, “if it wasn’t for Johnny’s inability to do this, he would be a great manager,” or “Susan would make a great leader if it wasn’t for this bad habit.” Many of us have habits that effectively hold us back, keeping us from reaching our full career potential.

Think about how your career might be different if you could remove the shackles of bad habits. What could you achieve and become? With bad habits in place, our results are often unimpressive: we “meet expectations,” but never exceed. And what’s worse—an Achilles heal in the workplace is often painfully obvious to colleagues, friends, family members or even outside observers. If you only knew your greatest weakness, wouldn’t you do everything possible to fix it?

Everyone needs change. Workplaces, markets, industries are evolving. Whether or not we realize it, we all need changes to just to keep on pace. No matter how good of a manager or employee you believe you are there is always some weakness in which you can improve upon. So the question remains: how do you go about identifying your career limiting habits?

Vague and general performance evaluations yield little to no recommendations for improvement. And while most of us can identify at least one habit that prohibits us from achieving more, how do we know if it is really what is preventing us from leveraging our career for the good? How realistic are our own views of which career habits are limiting our ability to achieve more? If we don’t have a good perception of what habits we need to change, then how do we go about changing?

Change Anything Labs asked individuals to self-report their career limiting habits and for bosses to report the most concerning habits of their employees.

Top self-reported habits include:

- **Tyranny of the urgent** – Getting mired down in low value tasks and letting strategic ones suffer.
- **Tasks over people** – Spending too little time developing relationships.

- **Risk aversion** – Avoiding taking difficult stands or taking on uncomfortable growth assignments.

Most concerning habits as reported by the boss include:

- **Disorganized or unreliable** – Failure to plan, follow through, or coordinate well with others.
- **Not my job** – Unwillingness to sacrifice personal interest for a larger goal.
- **Too little too late** – Procrastinates, cuts corners, does as little as possible rather than going the extra mile.

The results show an obvious gap between the habits we see in ourselves and the habits others see in us. We need a proper method to identify and eliminate habits. A mechanical engineer would never attempt to create a new device without the proper measurement tools. For such a professional, guessing would never be appropriate, especially when it comes to measuring intricate mission-critical componentry. But yet, we’ll play the guessing game when come to trying to diagnose our career habits.

ChangeAnything.com has created the Career Habits Assessment, a tool to help individual identify career strengths and weaknesses. The Career Habit Assessment guides you through a series of questions and then asks you to invite additional people to take the assessment for a complete understanding of where others see room for improvement. You can invite supervisors, direct reports, peers, customers, and even friends and family. Doing this will ensure that you get an accurate picture of the habits that you can work on to bring yourself the best possible career success. After results are compiled, you have the ability to choose one of your career limiting habits and creating a Change Plan to tackle that weakness using ChangeAnything.com’s proven behavior change methodology.

Don’t put off your success, get started today by taking the free Career Habits Assessment at:

<http://www.changeanything.com/careerassessment/>

