

## The Turnaround Mindset



### The Nine Strategies for making yourself more valuable

1. **Tackle work that really matters to the company** – taking on the tough projects doing work that really matters will ultimately get you noticed. In big companies, you could be the smartest guy with the best skills but unless people know who you are and what you do it ultimately won't matter.
2. **Become a unique offering** – harness and develop a skill that makes you one or only a few capable of delivering a service.
3. **Be the gold standard in your profession** – This means staying proactive and bringing the right attitude to work every day. Holding yourself to a higher standard will affect the team you work with and work for. This means going the extra mile and trying to add value to every piece of work you are involved in, responsible for or supporting.
4. **Be solution focused** - No job is ever perfect, and there will ultimately always be something to complain about. At the end of the day you need to work with what you've got and deliver a successful outcome for the company and the customer. If you are solution focused you are always generating new ideas around how to deliver a better outcome.
5. **Stay ahead of the curve** – to think like an innovator and problem solver means knowing what technology changes are occurring and reading the market trends before they occur. Employees that constantly look for ways to deliver services better and can back up their opinions with hard data become the go to thought leaders in a business.
6. **Become the ultimate communicator** – Excellent communication skills will generally be a segway to leadership roles as the company is always looking for a spokesman who can properly communicate the vision and objectives of the business leaders, write persuasively and give excellent presentations. If public speaking is not one of your key strengths my suggestion would be to join Toastmasters or become a member of the National Speakers Association in order to develop confidence in front of an audience and to think on your feet.
7. **Be accountable and responsible for your performance** – Those that can take responsibility for their actions when they make a mistake is very important. You don't want to become one of those employees known for complaining and whinging about the cards they have been dealt for poor performance. These people don't last long in organisations and don't generally go on to lead them. Be accountable and responsible for everything that you do – both good and bad.
8. **Continually refine and develop the right skills** – at the end of the day the skills needed to do your job well today, may not be what you need in the future. To remain valuable, takes continual refinement of core skills and knowledge. For each opportunity that comes up, ask yourself what skills are needed to do this job.
9. **Be a team player that values others** – It's important that your colleagues can come to rely on you as a problem solver, as a sounding board to test new ideas and always within reason

be prepared to lend a hand. This type of approach with your colleagues will generally lead to mentorship and coaching opportunities that motivates others. Being dependable, reliable and supportive to the team you work with ultimately benefit you in the long term as an indispensable employee.