



3 Minute Mentor

Episode 12 Show Notes

Why am I not being promoted?

Let's assume you created a realistic schedule for promotions. If they are not coming through then you need to think about three things:



1. Is it the company you work for?

- Sometimes it is the size of the company, the nature of the work load, the culture of the company, type of customers or even the market. Company may have many reasons or excuses.
- Regardless, sometimes you have to face that as much as you deserve it, you may not get the opportunity.

2. Is it the role you have?

- Often we get involved in roles or jobs that themselves can limit our promotion prospects – for instance you are a senior individual contributor and now want to jump to a management role.
- If you work in a team that is not viewed as essential to the business it can be hard sometimes to move to key roles, and if you are in a key role and you make yourself irreplaceable, you may just find that they won't replace you!

3. Is it me?

- Have you asked for the promotion? You would be surprised the number of people who don't ask but expect it.
- Have you established and grown your Content, Approach and Network?

Bottom Line: Few people get promotions because it's their turn. Often you need to work and position yourself in the right place and at the right times – if they still don't come then you need to accept it or make a move.