

# Episode 85: Career derailment factors? Part II

In Episode 84 we looked at 5 derailment factors. This episode, another 5.

## 6. No Independence

I am sure you know someone you think is too close to one of the bosses. If that's you, sponsorship works well until your sponsor is no longer there. At that point, others will say you would not have achieved positions on your own. May sure you have the right skills and capabilities so your success is your own.

## 7. Lack of Trustworthiness

In Episode 19 we talked about Honesty, Integrity and Transparency. Should you lack these, or be perceived to lack them, it will derail your career. While most people avoid simple mistakes here, gossip can be a problem for some. If you are told something in confidence, do you keep it?

## 8. No Strategic Perspective

We all love someone who can execute a plan – we rely on him or her in many cases. However, if you are viewed as all execution and no strategy, it may stop you. One of the best approaches here is to get a mentor from within the company. Not only can they help you think more strategically, they will know you are trying.

## 9. Missing Backbone

Can you do the tough things even when you do not want to or do you avoid them? Do you give in quickly when others disagree with you or do you try and defend your corner? At some point you will need to stand-up and be counted. If you can't speak out and take a stand then you will be viewed as weak.

## 10. No Organizational Acumen

You need to understand your organization's context on business decisions. Maybe it is just learning when to talk and when not to. In Episode 62 we called it having “organizational savvy” and you need it.

**Bottom Line:** All derailment factors are really about some level of self-awareness. You may be the best at what you do but that may not necessarily be enough. You have to learn to see yourself as others see you.

