

Am I Good
enough?

Career Coaching Strategies

Helpful techniques for guiding people in their careers.

Ask for Fair Compensation



Know your worth

Research salary ranges for your position, experience level, and location



Gather evidence

Make a list of your responsibilities, accomplishments, and value brought to the company



Schedule a meeting

Request a formal meeting with your manager to discuss compensation

Come prepared with evidence and ask respectfully for fair pay based on your research and contributions.

Understand Company Politics

Map Executive Leadership

Document the key executives and board members who control high-level decisions.

Identify Influencers

Note managers and leaders who hold sway over their teams or departments.

Find Recent Organizational Changes

Determine if any mergers, layoffs, or leadership changes have shifted the power dynamics.

Learn the Company Culture

Get a sense of the company's values to see what drives decision-making.

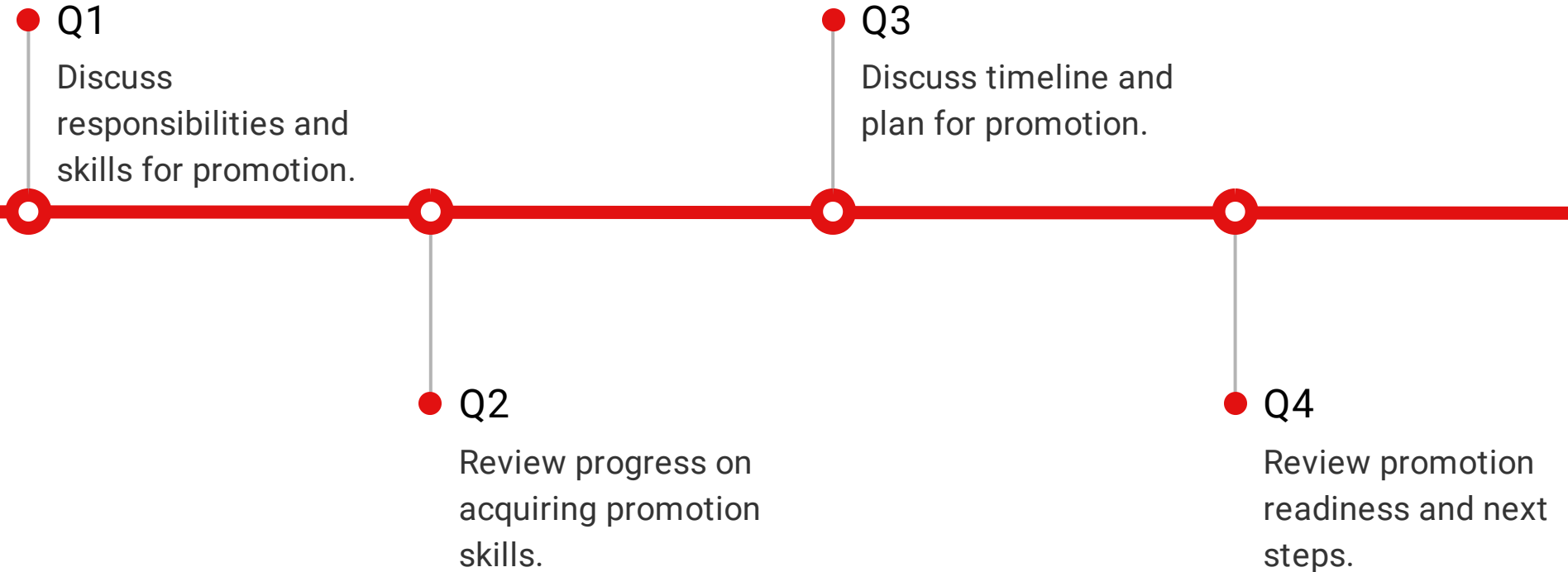
Connect with Mentors

Build relationships with experienced people who can explain the political landscape.

Observe Meeting Dynamics

Notice who dominates discussions and who defers to whom.

Schedule Promotion Meetings



Find an Outside Mentor

Connecting with a mentor in another division or department can provide valuable new perspectives on your career path and goals. This person likely has different experiences that can help broaden your thinking about what's possible for your development.



Network Broadly

Meet people outside your work group

Attend networking events in your industry

Get involved in professional associations

Volunteer outside of work

Attend Open Meetings

- **Research open meetings**
Look online and ask around your workplace to find open meetings you can attend to learn about other departments.
- **Attend the meetings**
Make time in your schedule to actually attend several open meetings for different departments or teams.
- **Ask questions**
Don't be afraid to ask questions during the meetings to gain more insight into the team's work.
- **Network with attendees**
Introduce yourself to new people at the meetings and exchange contact information to expand your network.

Leverage DISC Styles



Know your DISC profile

Understand how you are wired and your natural tendencies



Adjust your approach

Adapt your communication, feedback, and leadership style to others' DISC styles



Play to strengths

Leverage team members' natural strengths based on their DISC style

Tailoring your leadership approach to team members' DISC styles leads to better outcomes.

Take Public Speaking Classes

Course	Provider
Public Speaking 101	Local Community College
Advanced Public Speaking	Skillsoft

*Example data.

Career Coaching Strategies

Take public speaking courses

HR likely offers continuing education courses on public speaking and presentation skills that employees can enroll in

Practice presenting

Use opportunities at work to present in meetings or to small groups to get experience speaking in front of others

Observe strong speakers

Pay attention to colleagues who are effective public speakers and note what makes them skilled

Developing strong public speaking skills will build confidence and allow you to effectively communicate ideas and information.

Personalize Your Office



Display family photos

Putting up framed photos of your family shows you have a personal side.



Personalize your workspace

Small touches like a plant, mug, or desk organizer make your workspace feel like home.

Adding personal touches to your office helps you connect with coworkers and feel part of the team.

**Junior members have not yet
learned the art of '*saying
nothing when they speak*'**

Leverage your client's junior members for information senior members won't provide!



Always Available for Career Guidance

Mike Mittleman wants to be your private and primary resource for career coaching. He understands the challenges of navigating your career and is always available to provide guidance and support.