



Career Elevator

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Enhancing Your Workplace Value

In today's dynamic and competitive job market, demonstrating and elevating your workplace value is essential for career growth and job satisfaction. Whether seeking a promotion or simply looking to solidify your position within your company, focusing on your workplace value can help you achieve your professional goals.

The most valuable contributors pay attention to what's important and do the job that needs to be done. They're integral to teams, and their presence helps maximize the talent of the entire group.

Everyone has the potential to bring value and competence to their jobs. Consider the following strategies for increasing your value in the workplace:

- **Be proactive.** Managers typically appreciate employees who show initiative and complete tasks without being asked. Taking the lead on projects shows that you may be ready to advance to larger roles.
- **Develop your teammates.** Don't try to protect your skills; instead, help others learn about the projects and tasks you do. Helping upskill teammates can boost the work's progress and impact while protecting your workload and other responsibilities.

- **Recognize your peers' contributions.** Many employees want to be recognized for their hard work and achievements. Especially if leadership appreciation is lacking, you can speak up and give credit to your peers or collaborators.
- **Cultivate cross-functional skills.** Developing a broad range of skills that go beyond your immediate job responsibilities is important. By understanding different aspects of the business, you can establish yourself as a more versatile and valuable employee.
- **Contribute where you have unique strengths.** The most valuable contributors don't chase after every project. Instead, they focus on assignments that match their skills well and are critical to team or organizational needs.

Start by practicing these strategies, and you'll be well on your way to a successful and fulfilling career.

Takeaway

Elevating your workplace value is an ongoing process that requires dedication and effort. When done right, you can position yourself as an indispensable part of your team or organization. Remember, your value is not just about what you do but how you do it. If you're curious about other ways to demonstrate value to your specific team or your company as a whole, talk to your manager.



New Study Insists Candidates Must Demonstrate Soft Skills

The introduction of new technologies, such as artificial intelligence (AI), is shifting the demand for certain skills. More employees are trying to deepen their existing skill sets or integrate new ones; specifically, they are focusing on personal attributes and nontechnical skills, or soft skills, that describe how people work and interact with others.

In fact, a recent study by BusinessNameGenerator revealed that 84% of employees and managers believe new employees must possess soft skills and demonstrate them in the hiring process. Other key takeaways from the study include the following:

- Half (48%) of companies are looking to expand on existing skill sets.
- Nearly three-quarters (71%) of employees believe soft skills will be more or just as important in the future.
- The most valuable soft skills for recruits are communication, problem-solving and time management.
- The most valuable skill for advancing in a career is leadership.

Research continues to show that soft skills can make or break a hiring decision and are essential for career development. Emotional intelligence is critical in today's workplaces, as it enables you to recognize, understand and manage your emotions and those of others. Consider these key elements of emotional intelligence:

- **Self-awareness**—Understanding your strengths and weaknesses and how you affect others.

- **Self-management**—The ability to appropriately express emotions means exercising restraint when necessary and not quelling your emotions entirely.
- **Social awareness**—Having compassion and an understanding of others allows for more meaningful interpersonal connections. Think of this as empathy.
- **Relationship management**—Focused on developing and maintaining organizational relationships, such as building bridges, reducing conflict and inspiring leadership.

Building emotional intelligence is an ongoing process that requires intentional effort and practice. It's also important to continually ask for feedback to learn and grow.

Deloitte predicts that soft-skill-intensive occupations will account for two-thirds of all jobs by 2030 and grow at 2.5 times the rate of jobs in other occupations.

Although AI is reshaping workplaces and necessary skills, it can't match your soft skills. Focus on ways to develop emotional intelligence and demonstrate it in the workplace.