



# TOMORROW'S TALENT

Michael Page

**LESSONS OF WORK**

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## VALUE A POSITIVE CULTURE AND ENVIRONMENT OVER A BRAND



- Your job will be a success if you are challenged and tested
- Look out for managers who try to form a passionate team with a shared sense of mission and purpose

Questions to reflect on:

- Does the culture support risk-taking and shared excellence?
- Does everyone do what they're told and watch their backs?
- Is the manager passionate about their team and it's development?

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## ESTABLISH HOW YOUR SUCCESSES WILL BE MEASURED



- Your job description should highlight your responsibilities, representing your expected key tasks
- Work with your manager to establish your top 3 or 4 priorities, with a % weighting of importance for each one
- Create a path towards fulfilling these priorities
- This will help you understand where to focus your efforts and give your manager better visibility in terms of what you are doing – and why

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## RESIST THE DOWNWARD PULL OF NEGATIVE GROUPS



- Success does not lie solely in delivery and results: it is about how you add value to the team and the wider company
- Toxic individuals are the people who pull others down to get ahead, without caring about the impact of their actions
- Pair up with high-energy team players with complementary skills to create an environment that is value driven

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## FIND YOURSELF A MENTOR TO LEARN HOW TO CREATE IMPACT



- Your biggest asset inside any company or organisation is curiosity
- People with experience are a prime resource: identify those with the qualities you aspire to embody and learn the strategies they used to progress
- A mentor will be able to deliver real-world knowledge on what matters to the business, how to make an impact and how you're progressing

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**KNOW THAT  
PROGRESSION  
CAN TAKE TIME,  
AND PUT IN THE  
EFFORT**

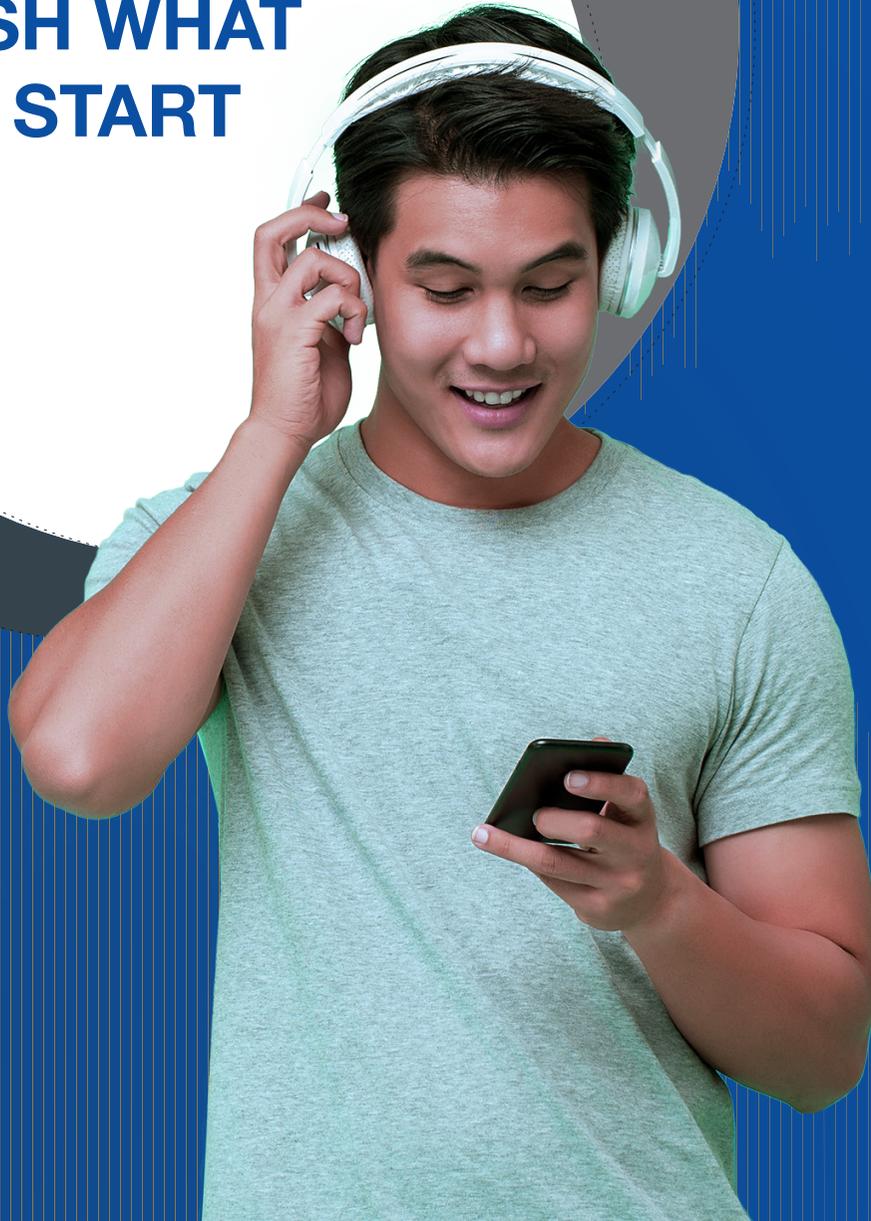


- It's natural to seek career advancement: what matters initially is that you gain exposure by demonstrating excellence and teamwork
- Showing up motivated, prepared and willing to take on all opportunities to learn new tools and processes is visible to the people who matter
- Credibility is key. Always deliver on your promises and take on tasks that push you further – but do not overstretch yourself!

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## ALWAYS FINISH WHAT YOU START



- What is the biggest difference between training and work? At work, people will stand still, effectively 'blocking' projects
- Career advancement does not come through having a permanent contract. Or to those who have been there longest. It comes to those who dare to 'step-up' to carry and complete projects
- Real success lies in managed risk-taking. Did you get burned by overreach or complication? Then learn, recalibrate and try again
- Have no fear of failure, only of not learning from mistakes

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## HOW CAN YOU DEFUSE DIFFICULT PEOPLE? LEARN FROM THEIR MISTAKES



- Bad clients or managers happen. Stay factual, don't own the drama or make it a bigger part of your day than it needs to be
- Tantrums lose people's respect: learn from the mistakes you observe people make and resolve not to make them yourself
- While the reaction may be unwarranted, try to understand the other person's frustration and think of a calm way to respond – but only to the facts

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## TRY NEW THINGS AND EXPAND YOUR 'GROWTH MINDSET'



- A growth mindset means embracing most of the opportunities available to learn and try new things
- Future leaders will probably be the only ones brave or crazy enough to take on certain 'outlier' tasks
- Take the right people on the journey with you: make the challenge into a mission

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## PERSONAL INTEGRITY MATTERS IN HOW YOU DEAL WITH PEOPLE



- You see many people who alter their behaviour around seniority. Don't do it
- Avoid any temptation to be indiscrete about ex-clients or ex-employees. It will affect your credibility
- Some battles are best worth losing. Think of it in this way: the people who drive the price down lowest are often the most difficult ones to work with

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## LEAVE WHEN IT'S TIME, BUT DON'T LEAVE ANGRILY



- Think carefully about the way you will explain your story so far by linking your past experience to where you want to go next
- A lack of motivation or signs of long-term stress are definite signals that it is time for a change
- Seek advice from outside your team and the company: many people inside may have already stayed too long to have a balanced opinion

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The logo features a large white circle centered on a dark blue background. A teal-colored arc is positioned at the top of the white circle, and a dark grey arc is at the bottom. The text 'Michael Page' is written in a blue serif font, and 'Part of PageGroup' is written in a smaller, grey serif font below it.

# Michael Page

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