

## Bring More Than Your Lunch to Work

But, here's the rub. In today's constantly changing global economy, talent quickly grows out of date. Superior can become mediocre in the blink of an eye. So, employers not only want to hire talent, they want that talent to prove they will stay that way. Employers are looking for people who are committed to refreshing their capacity for excellence all of the time.

So, what should you do?

Reframe yourself as a "person of talent" by behaving that way. Show employers that you recognize both the power and the fragility of talent.

How? By taking the following four steps:

**First, give yourself a candid personal performance review.** Have you been performing at your peak on-the-job or have you been coasting? Is your resume filled with accomplishments and achievements or does it describe someone who does enough to get by and no more?

**Second, pinpoint the gaps.** Determine which of your skills and areas of knowledge are in need of upgrading. If you believe you're at the state-of-the-art in your field, look for ancillary skills and knowledge that would enable you to use your core expertise in a greater range of work situations.

**Third, go back to school right now.** Even as you're looking for a job. Enroll in a training program or academic course and get to work on upgrading your talent. Yes, that's an onerous undertaking when you're in transition, but think of it as an investment, a down payment on your future.

**Fourth, strut your stuff.** You're a person of talent but it's up to you to make sure employers understand that. Add your ongoing development to your resume so employers see you as someone who respects their talent and accepts personal responsibility for continuously refreshing it.

Many of us now find ourselves shackled by discouragement in today's unforgiving job market. Employers don't seem to recognize or value our abilities, leaving us unsure of how to break out of our situation. Happily, however, there is a way to escape our predicament, and we don't have to rely on the government or the global economy to pull it off.

Regardless of our line of work, we can reset ourselves as persons of talent. We can shuck off our second class status by practicing perfection. We can claim our right to first class treatment by being the best we can be. Admittedly, that's easier said than done, but the prospects for success are real. Why? Because every one of us has the latent power and promise of excellence within us. All we have to do is bring it to work with us every single day.

Thanks for reading,

Peter

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