



GUIDELINES

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From the Chairman



Dear Readers,

Career stagnation is a topic that is not usually picked up in the due course of a career. In fact most of us are not aware that such a state exists. All of us have experienced it in some form or the other, but were not aware of the terminology.

In some cases career stagnation is just a feeling of incompleteness, dissatisfaction, boredom and frustration with regards to work. In more severe cases, it can reflect on the quality of work delivered, productivity and achievement of goals. The first set of signs ultimately leads to the 2nd set, and that is when the deterioration begins.

Changing your job is not always the right solution to overcome career stagnation. You need to find a way out, of achieving career satisfaction and career growth first in your current company and career. This can be quite challenging, once the mind has blamed it on the job or the company. Hence my suggestion to all of you, is to find out alternate means, taking into confidence your employer, and resolving such issues through open and receptive communication. This will bring a goodwill and strengthen relationships with your employer, resulting in a strong working relationship.

- Dr. George Varghese



Timely career coaching helps set the career on the right track, and timely executive coaching helps achieve your goals faster and better.

In today's fast paced world there is abundant availability of new knowledge, new skills, new management concepts etc. In addition to this the changing business environment calls for continuous learning & upgradation of one's skills and talents, so that skills redundancy can be avoided.

In this newsletter, we are writing about Career Stagnation, which is seen vastly in several industries today. We need to know what it is and how to deal with it. It is important to first identify whether we are into a state of career stagnation, and then immediately move into overcoming it. So heres an article which will definitely bring a positive insight into career stagnation!

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Avoidance of Career Stagnation – By self & HR!



A little bit of stagnation in your career is important, just like a little bit of stress is healthy for better performance. It acts as a reset button, and provides a purpose to work harder. The restlessness and distractions, which result out of career stagnation, can act as a strong motivator to come out of that state and enhance performance.

Career stagnation, which comes from discontinued learning should be fixed immediately or avoided, before it increases to an extent of becoming unmanageable. There are several reasons why you should avoid career stagnation:

1. Employers are searching for, and retaining employees who demonstrate willingness and ability to grow and learn with the company. They are cutting back on employees who are unable to remain current with the market requirements, as they become a cost head
2. Once you stop upgrading your skills and updating your knowledge, your ability to achieve your goals will get limited, and your methods will be treated as outdated
3. Your eagerness and enthusiasm to learn & perform will spread, and you will become a role model for your colleagues. This will contribute to the growth of self, colleagues and the company

4. Customer satisfaction is a key metric, which results from consistent hard work and re-inventing yourself for your customer. Career stagnation will thus cause customer dissatisfaction
5. It prevents you from becoming a liability towards your organization



How to overcome career stagnation:

1. **Take up new challenges:** Get out of your comfort zone and take up new challenges to expand your skills and explore your capabilities. Challenges expand your mind and boost confidence in oneself.
2. **Broaden your skill set:** Constantly enhance your skillset through executive coaching, with a mindset to enhance rather than advance.
3. **Talk to your boss:** If you think that your current role is not giving you the required intellectual stimulation / is not allowing you to learn new skills, talk to your boss. If you are a consistent performer and a key contributor, he / she will definitely find a way out.
4. **Keep HR in the loop:** It is important to keep the right people in the loop if your performance is slowly reducing as a result of career stagnation. Not bringing up the issue in time will not only prevent you from achieving your goals, but it will affect your company's growth.
5. **Remain in touch with your customers:** Being in touch with your customers can give newer ways to doing things – such as newer processes, features, benefits etc. These perspectives can be brought to the workplace and explored to create more exciting possibilities of doing the same work.

6. **Competitor tracking:** Keep good track of current and new competitors, and keep updated on the knowledge, processes and technologies that are being used by them. Extract new process and methodologies and apply them to your own workplace
7. **Keep a tap of high performers** who are within or outside of your industry, and see how their actions have helped overcome business challenges and reached newer heights
8. **Seek professional guidance** from a mentor / a coach, who will act as a trusted friend and mentor, and use their expertise to provide a venturesome experience. This will definitely provide a lift to your career.



Signs of career stagnation:

1. Not upgrading oneself beyond what you learnt from initial education and training
2. You are not willing to budge, and allow yourself to be overtaken by frustration
3. Lack of internal motivation
4. Stress and early burnouts
5. If you are being bypassed for promotions, and your colleagues get promoted when promotions are due
6. If you are not growing within your career
7. Your customers are consistently dissatisfied
8. You cannot answer the question “What do I like most about your current job?”
9. You do not enjoy your job

So the important question crops up: **What can HR do to prevent employees from moving into career stagnation?**

HR can play a vital role in managing career stagnation of employees, by preventing such employees from becoming ineffective. There are several ways of doing this:

1. Conduct regular surveys / exercises which will help identify if employees are in or getting into a state of stagnation
2. Set challenging strategic objectives and business goals to ensure that employees remain excited and interested in their jobs
3. Ensure effective talent management by evaluating their current job skills, and expected job skills, identify gaps, and train high performers to prepare them for higher responsibilities
4. Add more responsibilities or encourage job rotation to enhance motivation, and increase exposure to other functions

5. Take steps towards / train managers to have a strong personal relationship with their subordinates, which will create an open channel for employees to talk to their seniors. This can help prevent major issues before they get out of control
6. Communicate regularly to employees about the company's progress, and how the employees' contribution helps meet organizational goals



Role played by Career Coaches & Mentors to prevent career stagnation cannot be emphasized enough. To keep your career in perspective, always current & in line with market trends, it is important to take guidance from a professional career coach, who is a third party (other than your current employer). It will bring freshness to your career and the right intervention will give you the right picture of where you are in your career. Career coaching will also help in identifying gaps in your career, and will draw out a plan for career & individual development! Henceforth there will be no looking back!

- V SOLVE Research Team

CALL FOR CONTRIBUTIONS

We encourage you to send us your contributions in the form of articles, quotes or comments & thoughts on the discussions in this newsletter. Please write to us at news@vsolvegroup.com.

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