

QUICK REFERENCE: DECIDING IF A TOP JOB IS FOR YOU

What is a Top Job? We define it as a role in which:

- You have substantial responsibility for people, programs, products and processes
- You play a role in articulating a vision and strategy for your team or organization
- You have influence over how people advance in the organization and how they leave it
- You are held accountable for the performance of other people
- You become known to others throughout the organization and the industry at large

You might be a good candidate	You might become a bad boss
If you are energized by helping others	If it all has to be about you and your success
If you can take and give direction	If you think it means you don't have a boss
If you value taking responsibility	If you prefer that others take the lead
If you don't always have to be in control	If you are a control freak
If you enjoy interacting with others	If you value working independently
If you become an outstanding performer in a key area of your profession	If you are satisfied with mediocrity or an average level of performance
If you have a growth mindset	If you have a fixed mindset

Charting your course

- What is your goal? Is it specific, measurable, achievable, realistic, time-bound, inclusive and equitable?
- What experiences will you need to obtain to best prepare yourself for each step?
- What relationships do you need to cultivate to best position yourself for each step?
- What knowledge gaps do you need to fill at each step? How will you get them?
- What risks are you willing to take to achieve your goal?

Don't forget

- Top jobs have a limited shelf life. Reorganizations, mergers and acquisitions are the norm, not the exception.
- Sometimes you have to take a step down to a lesser position to make a step up. This strategic move can increase your influence, impact and get you closer to your end goal.
- Managing family expectations and finances are critical. This is especially true with an equally ambitious spouse or partner and heightened with children in the mix.
- You will make decisions that you would prefer not to, especially concerning people and their livelihoods, and carry out others that you disagree with. If you don't want to do those things, you will need to move on.