10 Concrete Ways to Boost Career Success

TRACEY L SLOAN
ASSISTANT DIVISION ADMINISTRATOR, HR WORKFORCE DEVELOPMENT
VIRGINIA DEPARTMENT OF TRANSPORTATION
Work and workplace trends are changing in the concrete, construction... well, in every business.

**Blended Everything**: People, Bots, Jobs

**Digitized** interviewing processes

**Shorter shelf-life for your expertise; Longer shelf-life for your services**

**LEARNABILITY** is a must; **Mix It Up**!
- How open are you to:
  - Robotics?
  - Drones?
  - Self-healing Concrete?
  - Augmented reality?
  - Good old fashioned Collaboration?
At VDOT, we’ve embarked on an exciting adventure to embrace and prepare for tomorrow, today.

Our seniormost leadership is fully committed to supporting this work, to:

**PREPARE OUR PEOPLE**

**MODERNIZE OUR METHODS**

**EMPOWER INNOVATION**
Here are a few things already in motion @ VDOT to move us toward a compelling future...

1) **Collaboration Platform** launching in April – weigh in on what’s next!

2) **Tech Up! tools** – online courses to boost awareness, knowledge on cyber risk, use of social platforms and more

3) **Robotic Process Automation (RPA) Community of Practice** – guide and govern the deployment of software automation - HR, IT, Financial Planning and Procurement have deployed automation

4) **Data Science Hub** – supporting and enhancing the use of data science across the agency (A data science manager has been hired to lead the charge!)

5) **Connected Construction** – tablets in use by Field Construction, using platforms like Plan Grid & Headlight to access plans & data in real time
We each have a choice on how to respond to change; what we decide will make all the difference.

IS IT A SEA OF TORNADOS COMING TO ROB US OUR COMFORT ZONES AND LIFE AS WE KNEW IT?

... OR NATURE’S WAY OF INVITING US TO EVOLVE & SHIFT OUR THINKING TO NEW, INNOVATING WAYS AND PRACTICES?

Photo by Jamie Street

Photo by Luca Huter
What’s your next step? Want to grow in your current role, or equip-up for the next (or not-yet-invented) one?

SCIENCE/TRANSACTIONAL?

ART/TRANSFORMATIONAL?

...or Something in between?
Like the Design/Build model, YOU are the Master Builder of your Career Trajectory!
Here are 10 timeless strategies to boost career success...

TAP INTO YOUR TAPESTRY
CREATE A (RE)VISION
AVOID THE ALONE ZONE
KEEP LEARNING YOUR CRAFT
DON’T BE SET IN STONE

SEE THE SIGNS
AIM FOR CROSS-GEN ZEN
TALK BEYOND THE TECH
DO SWEAT THE SMALL STUFF
PAVE IT FORWARD

#CAREERSUCCESS
ISATEAMSPORT

10 CONCRETE WAYS TO BOOST YOUR CAREER SUCCESS
Tip #10: Tap Into Your Tapestry. #selfielens

- Log your Journey
  - High-points
  - Low-points
  - Flow-points

- Tap into Themes
  - What’s good?
  - What’s great?
  - What ain’t?

- What’s your Tapestry Tagline?

Photos by jens holm
Tip #9: See the Signs!
#Messagesfromtheuniverse

Two Questions:
Which sign do you “feel” the most at work, and why?

What can you learn from this and/or action to take?

Photos by Greg Jewett, Bernard Hermant, Jamie Street, Mark Duff, Findon
Tip #8: Make a Decision to (re)VISION!

• Set a new, inspiring-to-you work enrichment goal
• How will you measure success?
• Take 1 action a month to move toward your goal
• Recruit an accountability partner
• Celebrate short-term wins
• Never give up!
Tip #7: Swap “OK Boomer” for Cross-Gen Zen.

“We see the world, not as it is, but as we are – or, as we’re conditioned to see it.” - Stephen Covey

*BEFORE*

*AFTER*
Tip #6: Avoid The Alone Zone.  
#Connect2Community

Are you connected, or alone on the rocks?
29...32...15... + crime, safety risks, health care

Factors: Career stage, burnout, no cross-gen-zen, Long hours, work relationships, politics, role-rejection, external factors, general outlook

Solutions:
● Sift out & solve for your Top Stressors
● Revisit your Values; Remember your Why
● Broaden your network to broaden your net-worth
● Help someone else up the mountain!

https://workplaceinsight.net/why-loneliness-is-a-workplace-issue/
Tip #5: Talk beyond Tech.

“Shock or No-Talk?”

Which would you choose?

Remember to:
Connect.
Communicate.
Collaborate.
Celebrate.

Photo by Katherine Gu
Tip #4: Keep Learning your Craft ...so you don’t get the shaft. *thosewhelolearnmoreearnmore*

Promotions often go to the most prepared...and the most prepared have a common trait.
They are all **CONTINUOUS LEARNERS!**

Have a mindset for more:
- Requirements = Baseline
- Plus One is the way to get it done.
- Drive if you want to Thrive.
- If you wait, you’re too late.

Photo by Christian Langenhahn
Tip #3: DO Sweat the Small Stuff.  
(In life? No. In performance? Always!) 

“Success is often missed because it’s dressed in overalls and looks like work.”  
- Thomas Edison

Commit.
Invest; bring your best.
Go beyond the baseline.
Boundaries are a beautiful thing.
Tip #2: Don’t be set in stone.

Think out of the (concrete) box. In meetings:

- Are you open, and listening to understand, or waiting to respond with the “right” answer?
- Do you tend to stop at the first solution?
- Do you consider and solve for sustainability, or are you content with the “right now” result?

EMBRACE THE SAVVY SIX: Curiosity... Adaptive Mindset... Leadership... Problem Solving... Communication... Teamwork!
Tip #1: Pave it Forward.

Whether you’re just starting your career, or retirement is near, you have something to offer the world.

Skills, Setbacks, Solutions...
Look back, so others can leap forward.
Tell your Story.
Be open about your Successes...and your Messes.

Learn. Lead. Leave a Legacy.

Photo by Hello I'm Nik
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