

CAREER AMBITION

COMPETENCY DEVELOPMENT GUIDE



Career Ambition Defined:

Career ambition is an essential competency for employees looking to make their way up the ladder and employers looking for potential new hires with drive.

This competency is both an asset and a driver of everything an employee does. This competency often works in harmony with other competencies such as employee engagement, driving for results and time management. Often, those possessing career ambition are driven in many other ways as well.

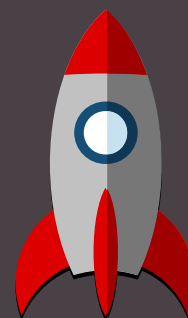
Understanding Career Ambition

Often, the best way to understand what a competency IS is to define what it is NOT. Let's outline some behaviors someone who does not possess career ambition might exhibit:

- 1. Doesn't easily speak up about career wants or needs.** This person may not even be sure what their career wants or needs are.
- 2. Hasn't created a personal brand and isn't good at marketing himself/herself.** They don't understand the importance of marketing themselves or even how to begin.
- 3. Stuck in his or her career comfort zone and won't take risk.** May or may not be happy doing the same thing every day but is too nervous to do anything else.
- 4. Doesn't want to make sacrifices to get ahead.** May not even know what it takes to get ahead or what sacrifices need to be made.
- 5. May be bored or in the wrong position or organization.** They may not even know that their current role is wrong for them.

Hopefully being able to identify people who lack career ambition will start to help you identify those who have it, or whether or not you have it, but that's still only one part of the picture. Now we'll outline some characteristics of people who have career ambition:

- 1. Make things happen for themselves.** Someone with career ambition takes charge and forges an action plan for moving up in an organization.
- 2. Don't wait for others to open doors.** A career minded individuals open doors for themselves. They look at those who are waiting to be promoted and think "you'll never get it if you don't ask for it."
- 3. Know what they want in their career and go for it.** Those with career ambition tend to prefer to ask for forgiveness instead of asking for permission.



"Intelligence without ambition is a bird without wings."

Salvador Dali

"Big results require big ambitions."

Heraclitus

"Ambition is the path to success, persistence is the vehicle you arrive in."

Bill Bradley

"Do not let your grand ambitions stand in the way of small but meaningful accomplishments."

Bryant H. McGill

"I never dreamt of success, I worked for it."

Estee Lauder

CAREER AMBITION COMPETENCY DEVELOPMENT GUIDE



4. Are knowledgeable about their career both within their company and what their position looks like at other organizations.

5. Know how to market themselves and actively do so. They Leverage LinkedIn, networking events and relationships around the office for mutual benefit.

It's also possible, if someone has become very adept with this competency, to overuse it. Here are some common signs of career ambition burnout.

1. Doesn't pay enough attention to the job at hand. This person is so busy looking to the next thing, that they can't focus on what's right in front of them.

2. Makes unwise career choices. In order to keep moving forward, someone who is burnt out will take unwise risks with their career.

3. Doesn't take career advice comfortably. Feels like others are out to get them when giving career advice and often feels uncomfortable when others offer suggestions.

4. May be seen as overly-ambitious. This kind of person becomes difficult to be around due to their "over-ambition." Getting ahead begins to negatively affect their personal and professional relationships.

Developing Career Ambition

When looking to develop your career ambition, you'll first need to ask yourself a question: "How good am I?" Figure out whether or not you're thinking too highly of yourself or underselling yourself. Here's where a 360 survey can come in handy, have someone give you constructive criticism, and do the same for them.

Next, you'll need to critique or reward yourself as necessary. If you'd previously thought too highly of yourself, do a healthy critique and figure out where you'll need to improve. If you'd undervalued yourself, give yourself a reward for the great job you've done so far. Then move confidently in the direction of advancing your career.

If you find yourself doing the same thing every day with no variation, it may take time to break out of your comfort zone. Choose some activities you haven't done before that may be exciting or volunteer for a challenging task your supervisor wants help with. Step forward and allow yourself to be seen as someone with ambition.

SUPPORTING BEHAVIOR STATEMENTS

To identify competency skill gaps, consider outlining key supporting behaviors that are important in your organization.

You can assign a basic Likert scale to each behavior statement (examples outlined below) and have the employee and the employee's manager rate proficiency.

SELF AWARE

Know what they want and what their strengths are and can align the two.

Don't wait for opportunities, but makes them happen.

Are able to identify their strengths and market them to others.

Know about their career and their industry and where they fit in.

CAREER AMBITION COMPETENCY DEVELOPMENT GUIDE



9 Ways to Overcome Lack of Career Ambition

- 1. Find out what it takes to be successful.** Ask the right people the right questions and create a path together.
- 2. Learn from facts, not hearsay.** Get tips and tricks for being successful in your career from reputable training videos and books.
- 3. Create a successful career brand.** If you're not comfortable marketing yourself, establish a track record of success. Come in under budget, innovate, jump in and problem-solve.
- 4. Get noticed by top decision makers.** Jump into projects that are presented in front of upper management and establish yourself as someone who gets things done.
- 5. Make difficult moves.** Some of the best opportunities come at the most inconvenient times. Decide what's important and make the move that's best for your career.
- 6. Diversify your talents.** In today's working world, you have to be able to wear many hats. Take training that supports both your role and others - make yourself valuable to the organization.

Recommended Video Lessons from The BizLibrary Collection

Developing Your Career
Career Development Programs
Developing the Next Generation
The Boss/Employee Relationship - Is Yours Good?

To watch these courses and more within The BizLibrary Collection,
[request a demo today!](#)

About BizLibrary

BizLibrary is a leading provider of online learning for growing organizations. Our award-winning microlearning video library engages employees of all levels, and our learning technology platform is a progressive catalyst for achievement. Partnered with our expert Client Success and Technical Support teams, clients are empowered to solve business challenges and impact change within their organizations. Learn more at www.bizlibrary.com.



SUPPORTING BEHAVIOR STATEMENTS

MARKETING

- Develops skills needed to be valuable.
- Is able to tastefully explain merit to others.
- Works to gain a positive reputation in the workplace.

ENVISIONS SUCCESS

- Figures out what success looks like.
- Sets goals to support the vision of success.
- Involves others in helping achieve success.

LEARNS FROM OTHERS

- Is open to feedback without being defensive.
- Watches how others operate and makes behavioral changes accordingly.
- Applies feedback to performance regularly.