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The 6th Predictor of Success

By Richard Hohmann

The employer is attempting to engage the worker even more and the worker is trying to find work that is both fulfilling. The combination of your IQ, EI, and personality formulates the traits that may allow you to step into a job position that provides a sense of meaning and accomplishment. Isn't that engagement?

In an article that appeared in the November and December 2007 issue of AARP, Dan Miller listed his 5 Predictors of Success:

1. Passion
2. Determination
3. Talent
4. Self-discipline
5. Faith

He goes on to describe their definition and their relationship to our completing the journey that we call success. He talks about developing an "intense emotional excitement" that goes way beyond enthusiasm. Determination is related to "staying on track" and prioritizing your activities. Talent is referred to as a true reflection of our strongest areas of competence. Self-discipline is often related to EI and we all know that we have to remain true to our beliefs and values or we will be swayed by others. Dan also talks about the fact that real success requires that step into the unknown. He points out the fact that "The Power of Positive Thinking" by Norman Vincent Peale has sold over 20 million copies and has been printed in 40 languages.

I think the Predictors of Success can provide engagement, meaning to our work, and a sense of accomplishment. But still, I feel there is something else missing.

I would like to call it the 6th Predictor of Success: Commitment



I am talking about the commitment to achieve and to be goal-oriented. Goal-orientation is the methodology we all must use to move forward on our journey to success. We must focus on an outcome and not just a broad "wish list". This commitment must be two-sided. The employer must share with the employee the goals and strategy relating to the success of the business and the employee must share with the employer the tasks and responsibilities that he/she finds interesting, meaningful, and how the role compliments their work-life balance. In summation, I guess we should all realize that it is as difficult for the individual to find the right job as it is for the employer to find the right person. Maybe commitment just relates to the willingness to communicate our feelings and beliefs.

Do you consider your organization to be goal and performance oriented? Is the culture easily recognizable by the employee? If you answered yes to those two questions, do you believe that the commitment expected is clearly understood by both the employee and employer? If not, isn't it time for a Workplace Expectations summit? Call us for more information on our Workplace Expectations and Communication Workshops! 609.390.2830

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