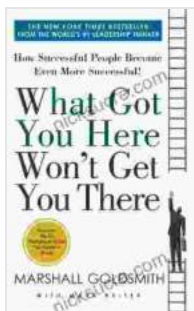


What Got You Here Won't Get You There: A Guide to Breaking Through Your Career Plateau

Have you ever felt like you're stuck in a career rut? You've put in the hard work, achieved some success, but now you feel like you're not progressing any further. You're not alone. Many people reach a point in their careers where they feel like they've reached a plateau. But don't worry, there is a way to break through it.

In his book "What Got You Here Won't Get You There," Marshall Goldsmith provides a roadmap for overcoming the challenges that hold us back in our careers. He argues that the same behaviors that helped us achieve success in the past may actually be holding us back from reaching our full potential.

In this article, we'll explore some of the key concepts from Goldsmith's book and provide you with practical tips on how to break through your career plateau and reach the next level.



What Got You Here Won't Get You There: How Successful People Become Even More Successful

by Marshall Goldsmith

★★★★☆ 4.6 out of 5

Language : English

File size : 1098 KB

Text-to-Speech : Enabled

Screen Reader : Supported

Enhanced typesetting : Enabled

Word Wise : Enabled

Print length : 268 pages



Goldsmith argues that there are five key dysfunctions that hold leaders back from achieving their full potential. These dysfunctions are:

1. **Win at all costs.** This is the belief that the only way to succeed is to win at any cost. It can lead to unethical behavior, cutthroat competition, and a lack of collaboration.
2. **Avoidance of accountability.** This is the tendency to avoid taking responsibility for mistakes or failures. It can lead to a lack of trust, a culture of blame, and a lack of progress.
3. **Negative self-talk.** This is the habit of dwelling on negative thoughts and beliefs about oneself. It can lead to low self-esteem, a lack of confidence, and a lack of motivation.
4. **Comparison with others.** This is the tendency to compare oneself to others and to feel inadequate as a result. It can lead to envy, resentment, and a lack of focus.
5. **Focusing on weaknesses.** This is the habit of focusing on one's weaknesses rather than one's strengths. It can lead to a lack of confidence, a lack of motivation, and a lack of progress.

In addition to the five dysfunctions of leadership, Goldsmith also identifies 20 bad habits that keep good people from getting great. These habits include:

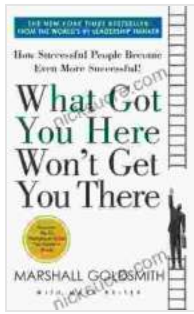
- **Being negative.**
- **Blaming others.**
- **Making excuses.**
- **Procrastinating.**
- **Micromanaging.**
- **Taking credit for others' work.**
- **Not taking feedback well.**
- **Being too rigid.**
- **Being too soft.**
- **Being too controlling.**
- **Being too passive.**
- **Being too aggressive.**
- **Being too focused on the past.**
- **Being too focused on the future.**
- **Being too focused on the present.**
- **Being too focused on oneself.**
- **Being too focused on others.**
- **Being too focused on money.**
- **Being too focused on power.**

Overcoming your career plateau takes hard work and dedication. But it is possible to break through and reach the next level. Here are some tips:

- **Identify your dysfunctions and bad habits.** The first step is to identify the dysfunctions and bad habits that are holding you back. Once you know what they are, you can start to work on changing them.
- **Set goals.** Once you know what you need to change, you can set goals for yourself. These goals should be specific, measurable, achievable, relevant, and time-bound.
- **Take action.** Once you have set goals, it's time to take action. Start by making small changes to your behavior. As you make progress, you can gradually increase the challenge.
- **Get feedback.** It's important to get feedback from others along the way. This will help you to stay on track and make necessary adjustments.
- **Don't give up.** Breaking through a career plateau takes time and effort. Don't give up if you don't see results immediately. Just keep at it and you will eventually reach your goals.

Breaking through a career plateau is not easy, but it is possible. By identifying your dysfunctions and bad habits, setting goals, taking action, getting feedback, and staying persistent, you can overcome any obstacle and reach the next level.

Remember, what got you here won't get you there. If you want to achieve your full potential, you need to be willing to change. So take the first step today and start breaking through your career plateau.

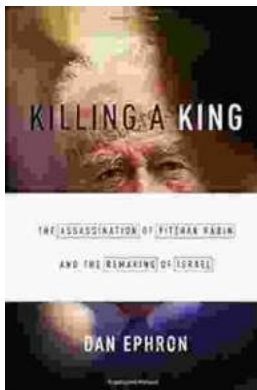


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