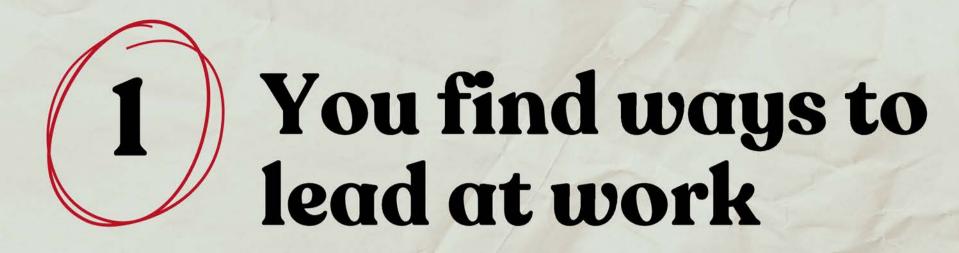
# 12 signs you're a top performer





- Opportunities to lead just come naturally to you on team projects and in meetings.
- Your manager counts on you as a right hand person to get projects done on time & budget.





Be the senior you wanted & offer to career mentor bright young talent on the team.



#### You think a few career moves ahead

 You don't clock into a job, you're building a career and you're intentional about the roles and initiatives you work on.



 You proactively develop new skills & competencies.



Build your network to grasp what the role you want is like across companies.

## You're the calm in the storm

 While others freak out, you're cool as a cucumber when crisis arises.

 You know chaos and anger don't help, so you move to solutions & supporting others.





Focus on short term solutions that give you the time to brainstorm longer plans.



### You're kind of psychic sometimes

 You can see problems way before others and solve for them proactively.

 You have a strong read on other people and your gut feeling is nearly always right.





Find ways to map out what you see & connect the dots for others without this talent.

# 5 You're motivated by feedback

- You're not discouraged by feedback and are excited to improve.
- You're always down to prove that you can level yourself & your skills up more.





Clearly document what you're doing to address feedback and make it visible to others.

# 6 You balance speed and quality

 You believe in doing work to a high standard, but you're not weighed down by perfectionism.

 You develop systems and strengths to get things done faster and better.





Conduct regular time audits to see where you can streamline repetitive tasks.



### You think about the bigger picture

 You can always see a few levels above to solve challenges or connect things to forwardlooking initiatives.



 You think about how decisions will impact others down the line.



Look at previous multi-year strategic plans & the yearly updates to see this in action.



#### You act like a mature professional

 You're a natural model of the company values and always hold yourself to a high standard of professionalism.



 This doesn't mean you don't have fun, but you're reputation-aware.



Your conduct will be considered in any internal hiring or promotion decision.



### You admit & address your mistakes

 Mistakes are rare for you, but when they do happen (you're human), you own up to them and find a solution.



 You learn & ensure those mess ups never happen again.



You can also help others address their errors & coach them gracefully.



#### You manage your energy well

- You understand that your energy is your most precious resource and manage it well.
- You're an effective delegator and prioritize time for rest so you can be at your best every day.





Passionate people are some of the first to burn out.

Manage your workload well.



- You listen to your colleagues and managers so you actually hear what they're saying.
- You respond thoughtfully and don't just spit out the first thing on your mind.





Get good at letting silences and pauses linger. Don't feel the need to fill a silence.



- You build strong relationships with your teammates that lead to effective collaboration.
- You build cross-functional relationships and working on cross-team projects.





Networking outside your organization matters. Form one new connection weekly.

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