

33 Ways to Amplify Your Accomplishments

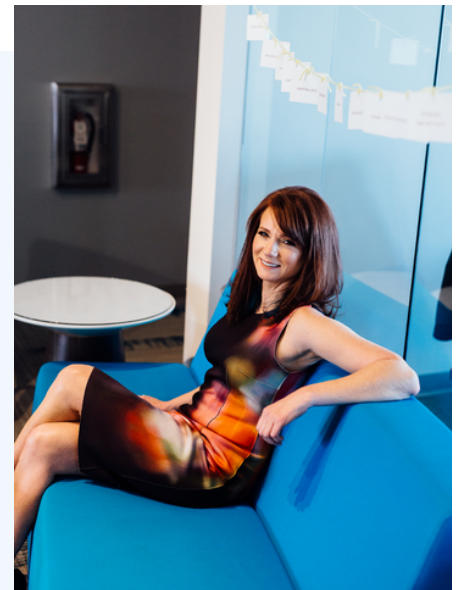


By Jo Miller

Do you remember the first time at work you accomplished something you were really proud of and it was met with appreciation?

I do.

I glowed when I heard that a project I'd suggested and then ran with (digitizing some financial records) was praised by the firm's partners. It also earned me a significant bump in salary, so I made a mental bookmark: "Keep doing what I just did."



I put my head down and continued to work hard, assuming that I would continue to be singled out for the quality of what I produced.

And that's where I got stuck.

Turns out, great performance and a killer work ethic are not the standalone foundation for sustained career momentum we'd all like to believe they are.

Your work doesn't speak for itself.

One study from Catalyst.org* revealed that women who were the most proactive in making their achievements visible advanced further, had greater career satisfaction, and were more likely to attract influential career advocates (known as sponsors). And making achievements known was the only career advancement strategy associated with pay increases.

There's nothing untoward about being honest about what you do well. Your wider organization won't fully appreciate how to leverage you as a resource if they don't have visibility into what your unique talents are.

So why is visibility so hard to get right? Of 1,200 workshop participants I surveyed, 60 percent were not actively taking steps to make their accomplishments known. Having their value and contributions recognized was the number 1 most common challenge they cited. Hands down, end of story.

We've all worked with people who, to put it mildly, overdid the self-promotion. They hog the limelight, inflate their contributions, claim others' work as their own, and divert attention away from the people who make real, substantive contributions. But the gravest injustice of all this? They create the impression that it's sleazy to celebrate your own excellence and achievements.

Are the people you work with aware of all that you have to offer?

Remember: It's not enough to be it if no one can see it.

Let's look at what the objective really is, because it's not straight-up self-promotion.

If you want to make your leadership strengths, value, and accomplishments visible—in a style that's authentically yours, remember this rule of thumb:

A. A. A. A.

Amplify the Accomplishments that Align with your Aspirations.

To be clear: The objective is not to indiscriminately promote yourself, or grab a bullhorn and overshare. The goal is to amplify the accomplishments that are most aligned with where you aspire to go.

There's no lack of techniques you can use to do this. Here's a big-ass list of 33 specific ways you can get started now.

**It's not what you know, and it's not who you know.
It's who knows what you know.**

—Nora M. Denzel, board director, AMD and Ericsson

*Nancy M. Carter and Christine Silva, Report: The Myth of the Ideal Worker: Does Doing All the Right Things Really Get Women Ahead?, Catalyst.org, October 1, 2011.

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1. Forward a message where someone thanks you for something you've done well to your boss and your boss's boss. Add the three simple letters FYI before hitting send.
2. Take what you worked on in one area and reproduce those best practices in another.
3. Frame and display a diploma, certificate, or photograph that represents an achievement.
4. Feature your leadership strengths or personal brand statement in your employee profile, email signature, business cards, presentations, bio, and social media profiles.
5. Upgrade your elevator speech to reflect your leadership strengths, personal brand, and untapped potential.
6. Update a key leader or stakeholder on your progress toward a goal.
7. Start sending regular status reports to a distribution list of people who would appreciate being kept up to date.
8. Create a presentation on best practices to share with other teams.
9. Contribute an article to your organization's newsletter or an industry publication.
10. Invite a leader to a team meeting to hear what you and your colleagues are working on.
11. Ask a well-thought-out question at a meeting that shows what you know.
12. Ask for a spot on a meeting agenda to share updates, knowledge, or lessons learned.
13. Write a social media humblebrag.
14. Write a blog post. If you don't have a blog, post it on your LinkedIn profile.

15. Give a webinar or lunchtime talk, and include examples of your work.
16. Make an instructional video.
17. Be a podcast guest.
18. Give a conference presentation or join a panel.
19. Remind people you're always happy to answer questions about your area of expertise.
20. Craft a story to tell about a failure you bounced back from or an important problem you solved.
21. Start a group whose mission is linked to your personal brand or leadership strengths.
22. Volunteer on the leadership team of a professional association.
23. Self-nominate for awards and recognition.
24. Ask a colleague, manager, or mentor to nominate you for an award. (Offer to fill out the paperwork.)
25. Team up with a group of colleagues and nominate each other for awards and recognition.
26. Back your colleagues' ideas in meetings, and call attention to each other's accomplishments.
27. Create "forwardable praise," a glowing email about team accomplishments to forward up the management chain.
28. Start meetings by asking each individual to share a recent accomplishment or best practice.
29. Set up a Slack channel for recognizing team members' achievements.

30. Create a story to tell about a problem the team conquered.
31. Frame and hang documents or photographs that represent a group achievement.
32. Write five recommendations for others on LinkedIn. (I can pretty much guarantee someone will write one for you in return.)
33. Put together a presentation on a team win or best practices. Bring others along to copresent it to management, in a learning session, or to other groups.

Own It: Three Steps for Amplifying Accomplishments

- Choose two high-value accomplishments that reflect your leadership strengths or brand.
- Choose a way to promote each accomplishment that authentically fits your style.
- Confirm that your strategy works in your organization's culture. Then go for it!

Let's stay connected

I'd be honored to be part of your career support squad. Contact me at info@beleaderly.com if you have questions, or connect with [@jomillerauthor](#) on [LinkedIn](#), [Facebook](#), [Twitter](#), or [Instagram](#).

Now go...become the powerhouse leader you were meant to be!

Warmly,
Jo



P.S. For much, much more on how to make your leadership strengths, value, and accomplishments visible, refer to chapter 7 in my book, [Woman of Influence: 9 Steps to Build Your Brand, Establish Your Legacy, and Thrive](#) (McGraw-Hill, 2019).