

SEVEN FACTORS THAT SHAPE CAREER SUCCESS

A successful career does not mean you will have a successful life, but if you want to have a highly successful career below are seven factors that have a bearing on achieving career success.

1. The **FIRST** of these is **MOTIVATION**. Every individual is born with natural talents, a Motivated Abilities Pattern®. What I often refer to as motivated strengths. Your natural talents emerge early and develop over time. When you use them, you are energized and highly engaged. They are a vital cornerstone of what motivates you to do your best. An important step to achieving career success is understanding your motivated strengths/natural talents and building a career that capitalizes on them. When you do there is a greater chance that you will have the kind of energy, drive, and passion necessary to achieve career success. If you don't tap into your motivated strengths, it will be difficult to sustain the motivational energy needed to be highly successful.
2. The **SECOND** factor is **EXPERIENCE**. What have you been exposed to? What knowledge do you have? What skills have you developed? What kinds of industries, companies, and work environments have you worked within? Which people have you learned from, leaders, managers, mentors, experts, and others? All of these can have a bearing on how successfully you perform. You may have the necessary natural talents, but without the appropriate experiences, those natural talents will not be sufficient. You need to put in considerable time and energy to gain the required knowledge, experience, skills, and expertise.
3. The **THIRD** factor is **MATURITY**. By maturity, I mean the development of your motivated strengths/natural talents and awareness of their implications. You can be motivated but also a beginner. The mature person puts in the time and effort to develop his or her natural talents and becomes aware of and learns to effectively manage their implications, including potential areas of weakness and how to manage, overcome, or build support to mitigate their negative impact. It's important to understand that a weakness can be something you are not highly motivated to do, or it could be something you are highly motivated to do, but you are doing it in the wrong situation or wrong way causing detrimental results. If you learn to effectively manage yourself and your motivated strengths, you will have a greater chance to be highly successful in your work and career.
4. The **FOURTH** factor is **FOCUS, FOLLOW THROUGH, and HIGH-PERFORMANCE STANDARDS**. Not being distracted. Not giving up. Doing what you say you will do. Sticking with it until you get the job done in a quality way that you and others can easily say, "A Job well done." If not, it's unlikely you will have a highly-successful career.

5. The **FIFTH** factor is **HUNGER**. How hungry are you for career success? Are you willing to put in the time and work long and hard to achieve it? Being determined and willing to sacrifice is often a critical variable to achieving a highly-successful career.
6. The **SIXTH** factor is **LIFE or PERSONAL DIFFICULTIES** that may interfere with achieving career success such as substance abuse, gambling addiction, mental health issues, family crisis, a disability, or some other disadvantage or limitation that can hold you back.
Although they may limit you, sometimes life difficulties help to drive you to be more determined to achieve career success, despite the obstacles, limitations, and difficulties.
7. The **SEVENTH** factor is a combination of **OPPORTUNITY and LUCK**. Life will present you with opportunities and situations. Some may turn out to be launching pads for your career success and some may set you back. Some that set you back may result in you ultimately ending up in a better situation. Recognizing good opportunities and taking advantage of them is important to achieving career success.

I added the word luck to recognize that some people seem to be luckier in that they have more good opportunities presented to or given to them. It is my firm belief that luck is often a result of people opening doors and presenting opportunities. Being seen in a positive light by others is important to the luck you will receive in being presented with good opportunities. And for some, a lot of this luck is a result of using and developing your natural talents; your maturity in learning to effectively manage them and yourself, including areas of potential weakness; being focused, following through, and delivering in a quality manner; and your hunger, determination, and willingness to put in the long hours and hard work.

What I believe is quite simple. If you have the natural talents and interest in the work that you are doing, then your chances for career success will be much greater if you use the knowledge of your motivated strengths to be a better manager of yourself, your work situation, your development, and your potential weaknesses. But that will not be enough. You need to put in considerable time to gain the needed knowledge, experience, skill, and expertise; be focused and follow through in a quality manner; be determined and willing to put in the long hours and hard work; use difficulties to make you more determined; and to take advantage of opportunities that fit with your natural talents/motivated strengths.