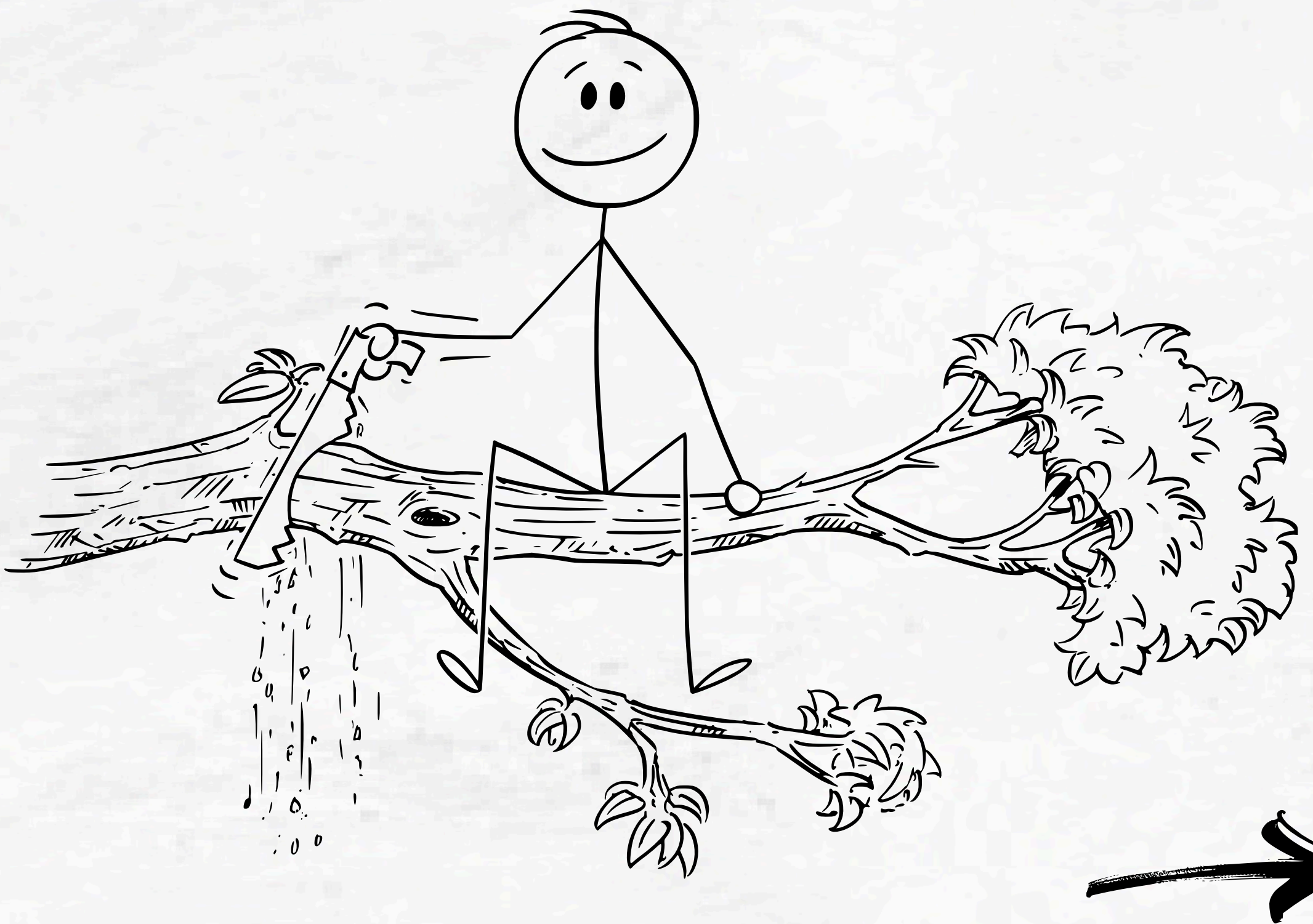


11 CAREER-KILLING MOVES

(Fix Them Before They Wreck You)





Shulin Lee

 Top Voice

1. Solving Problems That Aren't Yours

Looks Like: Being a team player, always stepping in.

Actually is: A fast track to burnout and getting stuck doing work that isn't valued.

Do this instead: Let small fires burn. Focus on fixing the system, not just the symptoms.





Shulin Lee

 Top Voice

2. Staying Because It's Comfortable

Looks Like: Loyalty and stability.

Actually is: Fear of change disguised as commitment.

Do this instead: Keep your resume updated. Take interviews before you're stuck.





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3. Making Yourself Irreplaceable

Looks Like: Job security.

Actually is: Career stagnation.
If they can't promote you without chaos, they won't.

Do this instead: Document your role. Train your replacement. Make space to level up.





Shulin Lee

 Top Voice

4. Waiting for Permission to Lead

Looks Like: Being respectful, following the chain of command.

Actually is: Letting others decide your career trajectory.

Do this instead: Find a broken process. Fix it. Show impact before you ask for a title.





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5. Ignoring Office Politics

Looks Like: Staying above the drama.

Actually is: Letting others control the decisions that affect your career.

Do this instead: Build three allies above your level. Stay aware, not oblivious.





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6. Thinking HR Is There for You

Looks Like: A safety net.

Actually is: A company department that exists to protect the company first.

Do this instead: Keep receipts. Document everything. Know your rights.





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7. Chasing Titles Over Skills

Looks Like: Ambition.

Actually is: A trap. Titles mean nothing if you don't have the skills to back them up.

Do this instead: Master rare, valuable skills. The right title will follow.





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8. Not Negotiating Early Offers

Looks Like: Being easy to work with, getting your foot in the door.

Actually is: Leaving money (and respect) on the table.

Do this instead: Know market rates. Ask for more—early. It sets the tone for your value.





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9. Not Building Your Network

Looks Like: Keeping your head down and working hard.

Actually is: Betting your future on luck instead of relationships.

Do this instead: Build one new connection weekly. The best opportunities come from people, not job boards.





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10. Staying Too Long in One Role

Looks Like: Commitment.

Actually is: Career stagnation.
Your learning curve flattens
while the market moves on.

Do this instead: Change roles
every 2–3 years. If you're not
growing, you're falling behind.





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11. Playing It Too Safe

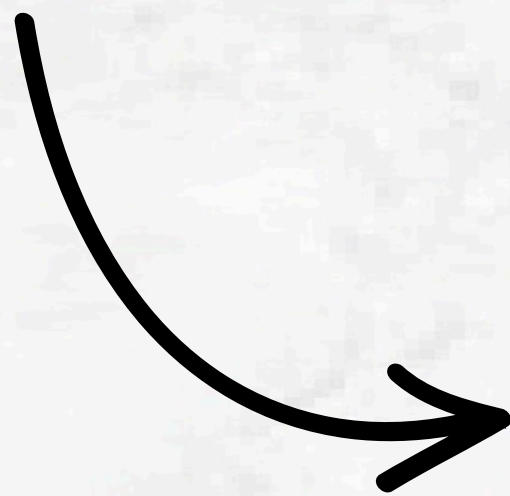
Looks Like: Making responsible choices.

Actually is: Avoiding the moves that lead to real growth.

Do this instead: Take one strategic leap every quarter. The biggest risk is never taking any.



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