



10 Brutal Career Truths I Know At 32

(That I Wish I Knew At 22).



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1. **Good Work** Isn't Good Enough

- Good Work Alone Will Not Accelerate Your Career.
- You Need To Advocate For Yourself And Share Your Wins.
- Optics Matter More Than You Think.



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2. Careers Are Anything But **Linear**

- Careers Are Rarely A Ladder And Look More Like A Jungle Gym.
- Embrace The Journey And Pivots, The Destination Will Follow.



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3. There Is No Such Thing As A Perfect Job

- The Grass Isn't Always Greener.
- Dream Jobs On Paper Will Have Its Own Faults (Politics, Toxic Culture, Poor Leadership)
- Reset Your Expectations. It's Okay For A Job To Just Be A Job.



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4. Your Boss Can Make Or Break Your Career

- Your Boss Has A Greater Impact On Your Career Than You Think.
- Foster A Healthy Relationship Early And Often.
- If You're Not Getting Support, Consider Leaving. You Cannot Change A Person.



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5. A Paycheck Isn't Worth Your Mental Health

- No Person, Job Or Money Is Ever Worth Your Sanity.
- You Will Find A Better Job If You Allow Yourself Too.
- If You're Not Getting Support, Consider Leaving. You Cannot Change A Person.



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6. Emotional Intelligence Is Highly Underrated

- There's Nothing Soft About Soft Skills.
- EQ Makes You A Better Leader
- Make An Effort To Connect With People Personally, Support Their Work, And Show Up When They Need You. Good Deeds Matter (You Never Know When You Need Their Help).



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7. Promotions And Raises Are Out Of Your **Control**

- You Can Be An A+ Employee And Still Not Get Raises And Promotions.
- These Decisions Happen Above You So Don't Let It Define You.
- Instead Focus On What You Can Control (Ex. Sharing Wins Publicly, Asking For A Raise, And Doing Work That Matters)



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8. Have **Performance** Conversation Often And Early

- Don't Wait Until The Last Minute To Have Performance Conversations.
- It's Your Job To Make Sure You Get Clarity Around Expectations.
- Schedule Monthly Career Syncs With Your Boss And Establish Growth Plan



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9. Who You Know **Matters More** Than What You Know

- Your Network Can Change Your Life. Talent Isn't Everything.
- Build Authentic Relationship With Influential People (Your Boss, Their Boss, Leadership, Cross-Functional Partners, Clients, Etc).
- Career And Business Always Revolve Around PEOPLE.



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10. It's **Better To Look** For A Job While You Still Have One

- You Should Always Be Looking For Your Next Play.
- You Will Never Grow By Being Complacent. Always Be Open To New Opportunities.
- Have Regular Coffee Chats, Update Your Resume Quarterly And Interview With Companies To Gauge Your Worth And Sharpen Your Skills.



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