

# 11 Worst Career Mistakes

*(Fix these to accelerate your career)*



Scott Caputo



**1.**

# The Loyalty Illusion

- Staying too long out of comfort or obligation
- Believing company loyalty equals career security
- Missing growth while waiting for recognition

## How to fix this:

- Evaluate your market value every six months. Make decisions based on growth, not comfort.

# 2.

## The Expertise Trap

- Becoming so specialized you become pigeonholed
- Being too valuable in your current role to promote
- Creating golden handcuffs through narrow excellence

### How to master it:

- Identify adjacent skills that complement your expertise. Dedicate time weekly to broadening your capabilities.



# 3.

## The Invisibility Crisis

- Doing great work that nobody notices
- Assuming results speak for themselves
- Building value without visibility

### How to master it:

- Create a "wins document" and share relevant achievements with decision-makers monthly.

# 4.

## The Network Neglect

- Building connections only when you need them
- Focusing solely on immediate team relationships
- Creating a support vacuum when you need it most

### How to master it:

- Schedule one coffee chat weekly with someone outside your immediate circle.



# 5.

## The Worth Underestimation

- Accepting below-market compensation
- Failing to negotiate effectively
- Letting salary fall behind value

### How to master it:

- Research industry compensation data quarterly. Interview regularly even when satisfied.

# 6.

## The Conflict Avoidance

- Letting small issues grow into career limitations
- Choosing comfort over necessary conversations
- Building reputation as a pushover

### How to master it:

- Address one difficult conversation that you've been avoiding this week.



# 7.

## The Identity Stagnation

- Defining yourself by early career choices
- Letting past roles limit future options
- Becoming the job instead of doing the job

### How to master it:

- Write your ideal career description regardless of your past. Take one step toward it this month.



# 8.

## The Skill Expiration

- Relying on outdated expertise
- Failing to anticipate industry shifts
- Becoming obsolete while comfortable

### How to master it:

- Identify the emerging skills in your field. Create a learning plan for one future-relevant capability.

# 9.

## The Mentor Mirage

- Waiting for perfect guidance
- Expecting others to manage your growth
- Delaying progress while seeking direction

### How to master it:

- Create your own development plan. Find resources, courses, and experiences without waiting for formal mentorship.

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# 10.

## The Decision Deferral

- Staying in roles that no longer serve growth
- Waiting for perfect timing to make moves
- Creating opportunity cost through hesitation

### How to master it:

- Set decision deadlines for major career choices. Commit to action even with imperfect information.

# 11.

## The Power Surrender

- Letting others define your career path
- Accepting company narratives about your potential
- Giving away control of your professional story

### How to master it:

- Write your own professional narrative. Make choices that reinforce your vision, not others' expectations.





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