Stuck in Safety

Breaking Through Your Career Plateau

Joshua Franklin, CSP, SMS, CIT, CPCU, ARM
Board of Certified Safety Professionals
Participants must:

1. Check in with attendance scanner at the door or in the back of the room.
2. Attend at least 95% of the session.
3. Complete the session and post-program evaluation.
4. Complete a brief assessment with a score of 75% or greater.

Additional instructions will be emailed to attendees requesting CEU credits.

0.1 IACET CEU  |  The Associated General Contractors of America (AGC) has been accredited as an Accredited Provider by The International Association for Continuing Education and Training (IACET). In obtaining this accreditation, AGC has demonstrated that it complies with the ANSI/IACET Standard which is recognized internationally as a standard of good practice. As a result of their Accredited Provider status, AGC is authorized to offer IACET CEUs for its programs that qualify under the ANSI/IACET Standard.
By the end of this session, participants will be able to:

1. Identify how to diagnose career sticking points
2. Describe how written goals can improve your career
3. Apply negotiation and influence to your work in safety and health
4. Discuss three ways to overcome a career plateau
OUTLINING THE PROBLEM

Diagnosing

- Goals
- Imposter Syndrome
- LinkedIn jealousy?
- 5-yr plan?
What Stuck Feels Like

- No goals
- 3% salary increases
- Responsibility levels off
- "safety"
- Burnout

LinkedIn jealousy
Progress?
No 5-year plan
No 1-year plan
But...this is what got me here!
“Do you believe that you can do things to negatively impact your career?”

“Then by default you must consider that your actions can also impact your life in a positive way”

-Zig Ziglar
“What do you want? Let me guess. You’d like to be respected, successful, independent, appropriately busy, and maybe a little famous. You’d like to do work you’re proud of and do it for people you care about.”

-Seth Godin
DO WHAT YOU LOVE
AND YOU'LL NEVER WORK A DAY IN YOUR LIFE
Cal Newport’s Rules

Don’t Follow Your Passion
Build Your Career Capital
Gain Control Progressively
Think Small, Act Big (Mission)

“SO GOOD THEY CAN’T IGNORE YOU”

Why Skills Trump Passion In The Quest For Work You Love
CAL NEWPORT
Cal Newport’s Rules

Career Passions Are Rare

Passion Takes Time

Passion Comes With Mastery

1. Autonomy
2. Competence
3. Relatedness

Don’t Follow Your Passion
Cal Newport’s Rules

Great work defined

1. Creativity
2. Impact
3. Control

Craftsman Mindset
Deliberate Practice
You 2.0
2018 SH&E Industry Salary Calculator for full-time employees (in US dollars)
<table>
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<tr>
<th></th>
<th>10th percentile (10% earn less)</th>
<th>25th percentile (25% earn less)</th>
<th>50th percentile (median)</th>
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<th>90th percentile (90% earn less)</th>
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*CSP, two or more certs, graduate degree, 4-14 yrs of experience in a publicly-traded company*
DO WHAT YOU LOVE
AND YOU’LL NEVER WORK A DAY IN YOUR LIFE
Perfect Day

Where are you waking up?

What do you do?

Who is there?

Where do you go?

What does work look like?

What’s not there?
If it’s been done before—it can be done by you as well.

Skills  Experience  Achievement  Network  Knowledge

Where to look?
LinkedIn, interviews, feedback, self-assessments (DISC, MBTI, Enneagram)
My List
Recruiter Perspective

Paul Neir (SW Selective Service)

Connie Moore CPC (C.A. Moore & Associates)

Mike McDonough (President, General Search & Recruitment)

Laura Petraitis-Doll (LS Doll and Associates)

Sam Chappell (Director and Co-Founder, Shirley Parsons)

Jill Caron CPC (President, J.D. Caron & Associates Inc.)
1. What are you asked for most by employers?

2. KSA gaps you commonly run into?

3. One piece of advice for those looking to work at a higher level (in EHS or any field)?

4. Do certifications matter?

5. Why/How do some succeed in a transition?
Make Your Own List (5 Minutes)

What do they do/have and what do you need?

Sources:
LinkedIn, interviews, feedback, self-assessments (DISC, MBTI, Enneagram)
Three Ways To Dead End A Career
- You’ve Arrived
- Experience Matters
- Hard Work Pays Off
Goals
WINNERS AND LOSERS HAVE THE SAME GOALS.
Domains:

- Spiritual
- Intellectual
- Emotional
- Physical
- Marital
- Parental
- Social
- Vocational
- Avocational
- Financial
Growth Vs. Fixed Mindset

**GROWTH MINDSET**

- “Failure is an opportunity to grow”
- “I can learn to do anything I want”
- “Challenges help me to grow”
- “My effort and attitude determine my abilities”
- “Feedback is constructive”
- “I am inspired by the success of others”
- “I like to try new things”

**FIXED MINDSET**

- “Failure is the limit of my abilities”
- “I’m either good at it or I’m not”
- “My abilities are unchanging”
- “I don’t like to be challenged”
- “I can either do it, or I can’t”
- “My potential is predetermined”
- “When I’m frustrated, I give up”
- “Feedback and criticism are personal”
- “I stick to what I know”
Limiting Beliefs

Black and white  Personalizing  Catastrophizing  Universalizing

What are your beliefs?
Gratitude:
Three things every day

“It’s a Wonderful Life”
and
“The Family Man”
Smarter:

- Measurable
- Specific
- Actionable
- Relevant
- Risky
- Time-Keyed
- Exciting
Goal

- Key Motivations (3)
- Action Steps
Goals

Don’t tell anyone? (negative vs positive)

Daily Review (frame it)

Weekly Review (20 min)

Your 90-Day Plan

Celebrate, Refocus, Revise, Delete, Substitute
Influence and Negotiation
What is Influence and Negotiation?

“Negotiation is nothing more than communication with results.”

- Chris Voss

“Persuasion”

– Robert Cialdini, PhD
Influence: The Psychology of Persuasion

- Reciprocity
- Commitment and Consistency
- Social Proof
- Liking
- Authority
- Scarcity
Reciprocity
“we should try to repay, in kind, what another person has provided us.”

Rule # 1: Reciprocal Obligation
Opening doors, Christmas cards, gifts, borrowing a neighbor’s car or tool

Rule # 2: Reciprocal Concession
Boy Scout ticket vs candy bar
Create the illusion of control with “What” and “How”
Avoid yes/no questions (they create a need for reciprocity)
Examples

- How am I supposed to do that?
- What about this is important to you?
- How can I help make this better for us?
- How can we solve this problem?
- What’s the objective/ What are we trying to solve?
Never Split the Difference
Chris Voss

Bend their reality

• Anchor emotions with an accusation audit ("I’ve got a lousy proposition for you… by the time we get off the phone… still I wanted to bring this to you first.")
• Let the other guy go first – most of the time (8x7x6… vs. 1x2x3…)
• Establish a range by allusion (Harvard would charge…)
• Pivot to nonmonetary terms
• Use odd numbers (appears exact and thought out)
• Surprise with a gift (may inspire reciprocity)
What’s the one thing EHS pros could learn?

- Write it down
- Discuss my goal with a colleague (commitment & consistency)
- Carry the written goal into the negotiation

- **Summary:** Couple of sentences about the known facts that have led up to the negotiation.

- **Aim for That’s Right in response:**

  - **Labels / Accusation Audit:** 3-5 labels to perform an accusation audit
    - It seems like _______ is valuable to you.
    - It seems like you don’t like _______.
    - It seems like you value _______.
    - It seems like _______ makes it easier.
    - It seems like you’re reluctant to _______.

  - **Calibrated questions:** 3-5 to reveal value & overcome potential deal killers
    - For my counterpart:
      - What are we trying to accomplish?
      - How is that worthwhile?
      - What’s the core issue here?
      - How does that affect things?
      - How does this fit into what the objective is?
    - To identify behind-the-table deal killers
      - How does this affect the rest of your team?
      - How on board are the people not on this call?
      - What do your colleagues see as their main challenges in this area?
    - To identify and diffuse deal-killing issues
      - What are we up against here?
      - What is the biggest challenge you face?
      - How does making a deal with us affect things?
      - What happens if you do nothing?
      - What does doing nothing cost you?
      - How does making this deal resonate with what your company prides itself on?
    - **Follow up with labels** to their answers to the calibrated questions:
      - It seems _______ is important.
      - It seems you feel like my company is in a unique position to _______.
      - It seems you are worried that _______.

  - **Non-cash offers:** List of non-cash items possessed by my counterpart that would be valuable:
  - What could they give me that would make me do this for free?
HABITS
“Your outcomes are a lagging measure of your habits. Your net worth is a lagging measure of your financial habits. Your weight is a lagging measure of your eating habits. Your knowledge is a lagging measure of your learning habits. Your clutter is a lagging measure of your cleaning habits. You get what you repeat.”

– JAMES CLEAR
Creating a Good Habit

How can I make it obvious?
How can I make it attractive?
How can I make it easy?
How can I make it satisfying?
Breaking a Bad Habit

How can I make it invisible?

How can I make it unattractive?

How can I make it difficult?

How can I make it unsatisfying?
Your Level Up 90-day Plan

**90-DAY PLAN**

**LEVEL UP:**
ADD WORLD-CLASS VALUE, BREAK THROUGH A CAREER PLATEAU, AND EARN A PROMOTION FAST!

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**The Problem**

**WEEK 1**

Where are you now and is it a problem?
What does "stuck" feel like to you?

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**You 2.0**

**WEEK 2**

Career Capital
Perfect Day
Your List
Your Level Up 90-day Plan

**Goals**

**WEEK 3**

Growth vs Fixed
Every Domain
3x3

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**Habits**

**WEEK 4**

Morning, First 30, Last 30, Shutdown
Cue, Routine, Reward
One

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**Level Up**

**WEEKS 5-8 AND 9-12**

Battlenecks
Mentors/Board of Directors
3x3

"IF YOU HAVE BUILT CASTLES IN THE AIR, YOUR WORK NEED NOT BE LOST; THAT IS WHERE THEY SHOULD BE. NOW PUT THE FOUNDATIONS UNDER THEM."

-HENRY DAVID THOREAU

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"The reasonable man adapts himself to the world: the unreasonable one persists in trying to adapt the world to himself. Therefore all progress depends on the unreasonable man."

-George Bernard Shaw
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