

Myth - To get ahead you just need to do a good job.

We all want this to be true. It would seem to make sense that the quality and integrity of a person's work is all that should matter. Unfortunately, getting ahead in an organization often takes more than that. To be clear, maintaining a high level of performance is critical; however, doing a good job does not guarantee you will get ahead or find career wealth in your company. Ultimately, organizations are political, and personnel and promotion decisions are based upon rational performance criteria and non-rational subjective criteria. So, doing a good job is necessary but not sufficient. You also need to effectively navigate the social and political dimensions of your company.

Although politics are always present, they should not be the primary focus of your attention. Nor, should they solely shape your decisions and actions within an organization. The real power comes from navigating the politics but not being political. Your main focus should be on doing what you love, not on being accepted and included by all the "important" people. Being a political animal will ensure you are not bringing your loves to work, but instead relying on the transient affection of your co-workers.

Truth – Politics are inevitable, learn to navigate them

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