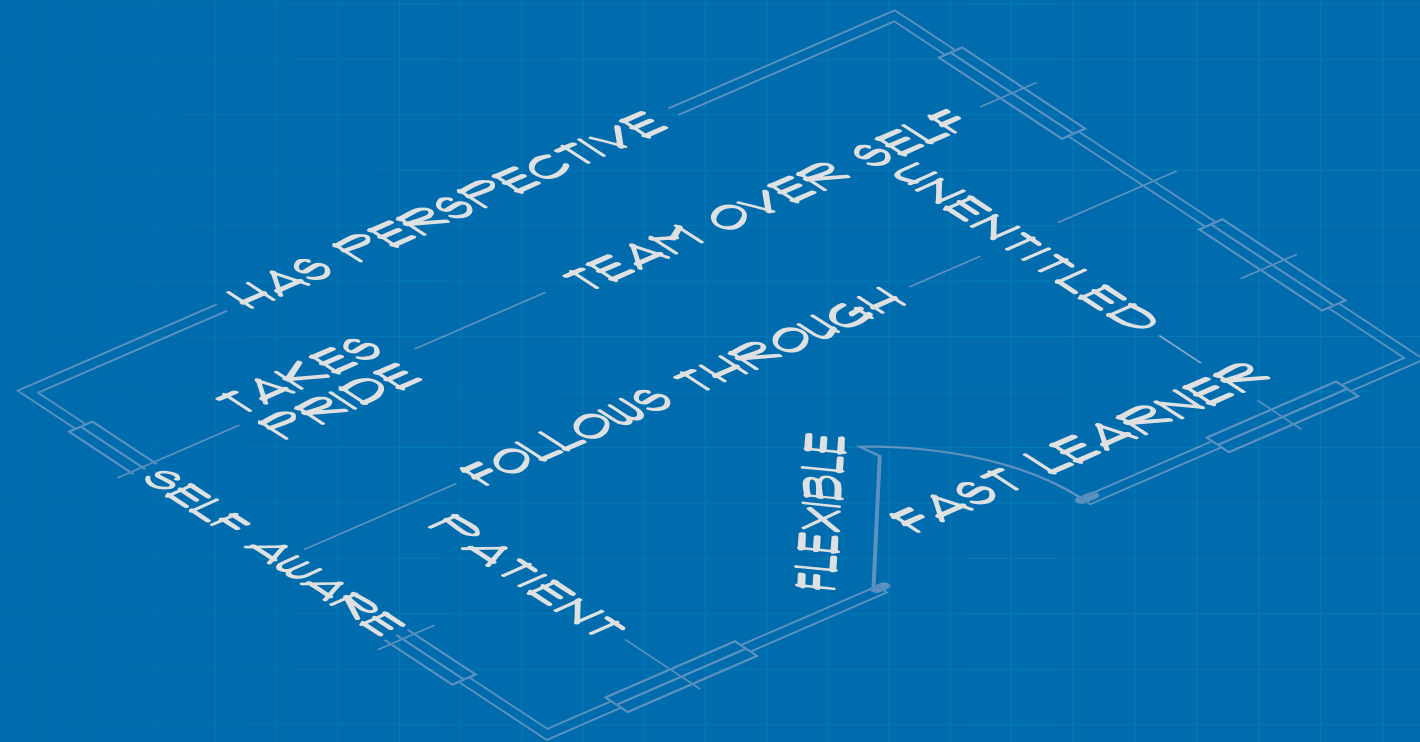


CAREER BLUEPRINT

Foundation





Career Foundational Blueprint

Attributes 1 thru 9

TRAIT	STAR vs. DOPE	KEY POINTS
1. ENTITLEMENT	The DOPE... Expects a promotion every year because he deserves it. The STAR... Understands that promotions are rare and must be earned so she patiently waits for the right opportunity	We aren't owed anything and must earn responsibility, promotions, raises.
2. PATIENCE	The DOPE... Must have instant gratification. He looks for the easiest and fastest way to get the job done. The STAR... Understands that timing must be right and that sometimes big accomplishments take a while to come to fruition. She patiently waits and considers the long-term result instead of the short-term gain.	Use impatience to your advantage, opportunities come when you are patient. Set the right expectations.
3. FLEXIBILITY	The DOPE... Fears new things and holds on to existing processes and ways of thinking because he thinks change is hard. The STAR... Adapts quickly, taking key learnings from each experience. This allows her to stay one step ahead so she can adapt and take advantage of new opportunities.	Say "Yes, And." Change is "business as usual," keep your core values but the path flexible. Let go of the need to control things.
4. FAST LEARNER	The DOPE... Waits to be told what to do and gets frustrated when he doesn't get a concept right away. The STAR... Proactively researches and finds out what she needs to know by asking questions.	Ask questions. Be an alert sponge. Call on this during period of change. Recognize & quickly analyze the situation. Don't get too tied to the present.
5. MAKE IT ABOUT THE TEAM	The DOPE... Looks for ways to always be #1 at the expense of others. The STAR... Knows the right role to play to make the whole team better than the sum of the talents of its individuals.	Find ways to make the team better, align your goals with the team's. Recognize others, admit your mistakes.
6. RESILIENCE & FOLLOW-THROUGH	The DOPE... Takes obstacles as a sign that he is going down the wrong path, making an effort at first but then giving up once adversity arises. The STAR... Fights endlessly until she reaches her goal.	Follow-through, obstacles are lessons. No "Try" or "Can't." Failure can be a good thing.
7. PERSPECTIVE	The DOPE... Gets frustrated with failure and setbacks, and doesn't take lessons from failures. The STAR... Sees every situation in a positive light, either as a success or a lesson to learn from that will lead to future success.	Don't jump to conclusions. Evaluate situations for lessons.
8. PRIDE	The DOPE... Sees a job or task for the responsibilities it has and the impact it makes on the greater organization, getting discouraged if it isn't significant. He gets discouraged when his job isn't what he expected it to be, and he lets his work performance suffer because of this. The STAR... Sees any job or task as a building block that will be valuable in the future no matter how insignificant it seems. She consistently gives 100 percent because she knows that someone who has the next big opportunity for her is watching.	Find your next opportunity by being awesome at your current one. You are important no matter what your title is. You can always be a leader.
9. SELF-AWARENESS	The DOPE... Doesn't take the time to understand himself and therefore has no idea how he succeeded or failed when he faced career challenges. The STAR... Leverages strengths to consistently outperform her peers, correcting any career-derailing flaws. She always sets time aside to understand the good and bad	Leaders and successful people are students of the self. Analyze, Test, Stretch and Remember Yourself.