

[ROI FOR A GREAT CAREER]

Every body talks about growth, power, market share and does everything that he/she can to maximize their returns on investment. But if you are an employee and if you are thinking that you have nothing to do with ROI, then think again.

I am certain that you want to grow in your field, earn more money, move up the ladder and become successful. If your answer is yes, then go ahead and read this article to know how you can be a part of ROI. No, not return on investment but three other magical words that can change the way you work, they are Responsibility Ownership Integrity (ROI).

Responsibility

Achieving 100% responsibility at work place may sound too idealist to be true. But that should not deter us from aiming for it. Responsibility means that you are obliged to take care of something or to carry out a duty and therefore be accountable for the actions taken.

Depending on people's attitude towards responsibility we can categories them as follows:

Type A - Those who take less than 100% responsibility

Type B - Those who take more than 100% responsibility

Type C - Those who are 100% responsible

Type A - These are the kind of people who are afraid to take enough responsibilities and therefore treat themselves as victims of life / situation. They are like spectators who see problems and difficulties from a distance but do nothing about it. They are over dependent on others. They are so immobilized by fear of failure that the best action for them is NO Action.

Type B People in this category take more responsibility than they can actually handle, they do it to prove a point to someone or simply to show off and more often than not they struggle to get things done. When they fail they blame others for their failures, they become aggressive and do not accept their mistakes.

Type C People like these are very realistic and know when and how much responsibility to take. They believe in action and motivate others to chip in. They do not worry about who gets the credit for a job well done; the most important thing for them is to get things done. They are open to new ideas, ready to accept mistakes, let go of anger and recognize goals and priorities and take up responsibilities. Dr. Charles Peilerin defines such people as 100% Response*Able, those who are able to respond; respond to challenges and for change.

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If each one of us attempt to become Type C kind, then we will notice a significant change in the way we work and deliver both at home and at work place.

Ownership

This is one attribute that every employer looks out for in people either while hiring, promoting or even while assigning responsibilities. People who are good at taking ownership generally succeed quicker and faster than their peers. The Employee Ownership Foundation says that there is nothing magical about employee ownership, it does not guarantee success, nor prevent or cure business problems. But it is still very critical because employees with ownership have a great attitude towards their job, company and peers, all of which contribute in making a company successful.

The simple win-win formula is that if employees perform extraordinarily well the company performance is likely to be extraordinary and that translates into high stock value for employees.

Employee ownership includes high level of loyalty and dependability blended with passion, perseverance and persistence for your job. Remember employee ownership makes an ordinary employee achieve extraordinary things.

Integrity

Integrity is the very core of our character and it is derived from our values. In order to be honest with others we need to be honest with ourselves. The good news is that all of us can work on this aspect of our character and improve upon our integrity. As we improve the quality of our character, our relationships with others become stronger and therefore it improves our life in general.

As a leader you can exhibit integrity by being consistent in what you do, by making sure you always keep up your word and therefore build trust among your team members. Trust is linked with integrity and both trust and integrity are linked to performance.

As a salesman, you win the client with your skills and commitments, so when you make promises on rates, dates or other aspects of business, then you must deliver things as promised. That's integrity!

At work place you can exhibit integrity by making the best use of your office hours and resources. People will notice your efforts if you put in your best each day and keep improving the quality of your work.

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WORK WISE - A fortnightly column by Rahul Kapoor

Like wise in relationships with family and friends be truthful. If you have a problem with someone's behavior or if you are unhappy about something and if that is troubling you then don't hold yourself back, please have an honest discussion with the concerned person and sort things out. This way you will be in your integrity with that person and help improve a relationship.

So go ahead and work to build your ROI for a great future, a great career and for great return on investments.