
5 Things

You Should Stop Doing If You Want to Get *Promoted*

Hard work alone won't get you there. These are the subtle habits that hold people back — and what to do instead.

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1 Stop Waiting for *Recognition*

WHAT YOU MIGHT BE DOING

You work hard and hope that your efforts will speak for themselves. While dedication is essential, waiting for someone to notice your hard work isn't a strategy — it's a gamble.

WHY IT HOLDS YOU BACK

In busy work environments, even the best efforts can go unnoticed. Managers are often focused on their own goals and challenges, meaning your contributions might not always be top of mind.

WHAT TO DO INSTEAD

Take control of your career by regularly updating your manager on your accomplishments and how they align with the team or company's goals. Schedule periodic check-ins to discuss your progress and express your career aspirations.

Your career growth is your responsibility. Don't wait for recognition — actively communicate your achievements and align them with company goals.

2 Stop Focusing Only on Your *Job Description*

WHAT YOU MIGHT BE DOING

You excel at the tasks outlined in your job description, but you don't often venture beyond them. You might think that staying within your defined role shows that you're reliable and dependable.

WHY IT HOLDS YOU BACK

Promotion often requires demonstrating that you can handle more responsibility, and that means stepping outside the confines of your current role. If you're only doing what's expected, you're not showing that you're ready for the next level.

WHAT TO DO INSTEAD

Look for opportunities to contribute beyond your current duties. Volunteer for cross-functional projects, propose new initiatives, or take the lead on a challenging task.

To advance, you need to do more than just your job. Step beyond your role and make a broader impact.

3 Stop Avoiding *Networking*

WHAT YOU MIGHT BE DOING

You prefer to focus on your work and avoid the politics and networking that can come with career advancement. You might think that networking is superficial or that your work should speak for itself.

WHY IT HOLDS YOU BACK

Networking is about building relationships that can open doors for you in the future. Promotions often come down to who knows your capabilities, not just what you do.

WHAT TO DO INSTEAD

Start building genuine relationships within and outside your organization. Attend events, join professional groups, or simply connect with colleagues over coffee.

Networking is key to career growth. Don't let your work speak alone — let your connections amplify your success.

4 Stop Neglecting Your *Personal Brand*

WHAT YOU MIGHT BE DOING

You focus on your work and don't give much thought to how others perceive you. You might think that as long as you're doing a good job, your reputation will take care of itself.

WHY IT HOLDS YOU BACK

Your personal brand is how others perceive you and your work. If you're not actively managing it, you might be missing opportunities to showcase your strengths or you might be misunderstood in ways that hold you back.

WHAT TO DO INSTEAD

Start by considering how you want to be perceived by others. Then, take steps to build that image — whether it's through how you communicate, the projects you choose to work on, or the way you present your ideas. Perception can be just as important as performance.

Your personal brand is your professional reputation. Actively manage it to ensure that others see your strengths and capabilities.

5 Stop Letting Fear of Failure *Hold You Back*

WHAT YOU MIGHT BE DOING

You stick to tasks you know you can handle and avoid taking risks. You might think that by not failing, you're proving your reliability and competence.

WHY IT HOLDS YOU BACK

Playing it safe can prevent you from growing and showing your full potential. Leaders and decision-makers look for individuals who take calculated risks, learn from their mistakes, and keep moving forward.

WHAT TO DO INSTEAD

Challenge yourself to step out of your comfort zone. Take on a project that intimidates you, propose an innovative idea, or volunteer to lead a team. Embrace the possibility of failure as a learning opportunity, not a setback. Growth often comes from pushing your boundaries.

Getting promoted isn't just about working hard — it's about working smart. Your career is in your hands.

Getting promoted isn't about working harder. It's about working smarter.

Stop these five habits, replace them with proactive strategies,
and position yourself as someone who's ready for what's next.

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