



# 10 Concrete Ways to Boost Career Success

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# Work and workplace trends are changing in the concrete, construction... well, in *every* business.

**Blended Everything:** People, Bots, Jobs

**Digitized** interviewing processes

**Shorter shelf-life for your expertise;**  
**Longer shelf-life for you services**

**LEARNABILITY** is a must; **Mix It Up!**

How open are you to:

Robotics?

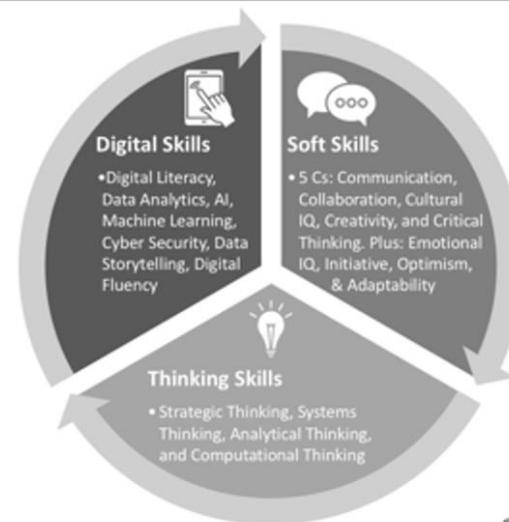
Drones?

Self-healing Concrete?

Augmented reality?

Good old fashioned Collaboration?

## Power Skills: Soft Skills, Thinking Skills and Digital Skills



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**At VDOT, we've embarked on an exciting adventure to embrace and prepare for tomorrow, today.**

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Our seniormost leadership is fully committed to supporting this work, to:

**PREPARE OUR PEOPLE**

**MODERNIZE OUR METHODS**

**EMPOWER INNOVATION**

# Here are a few things already in motion @ VDOT to move us toward a compelling future...

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- 1) **Collaboration Platform** launching in April – weigh in on what’s next!
- 2) **Tech Up! tools** – online courses to boost awareness, knowledge on cyber risk, use of social platforms and more
- 3) **Robotic Process Automation (RPA) Community of Practice** – guide and govern the deployment of software automation - HR, IT, Financial Planning and Procurement have deployed automation
- 4) **Data Science Hub** – supporting and enhancing the use of data science across the agency (*A data science manager has been hired to lead the charge!*)
- 5) **Connected Construction** – tablets in use by Field Construction, using platforms like Plan Grid & Headlight to access plans & data in real time

# We each have a choice on how to respond to change; what we decide will make all the difference.

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IS IT A SEA OF TORNADOS COMING TO ROB US OUR COMFORT ZONES AND LIFE AS WE KNEW IT?



[Photo by Jamie Street](#)

... OR NATURE'S WAY OF INVITING US TO EVOLVE & SHIFT OUR THINKING TO NEW, INNOVATING WAYS AND PRACTICES?



[Photo by Luca Huter](#)

# What's your next step? Want to grow in your current role, or equip-up for the next (or not-yet-invented) one?

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SCIENCE/TRANSACTIONAL?



Photo by [Anukrati Omar](#)

ART/TRANSFORMATIONAL?



Photo by [vaun0815](#)



Photo by [Michael Olsen](#)



Photo by [Rikako Matsuoka](#)

...or Something in between?

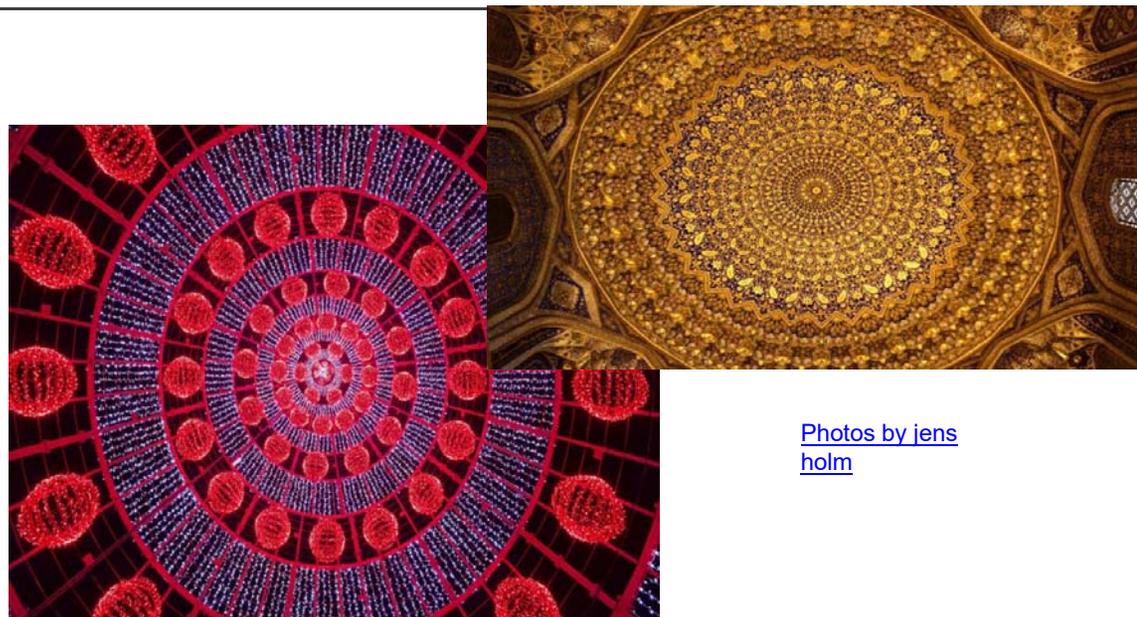
Like the Design/Build model, YOU are the Master Builder of your Career Trajectory!

# Here are **10 timeless strategies** to boost career success...



## Tip #10: Tap Into Your Tapestry. #selfielens

- **Log your Journey**
  - High-points
  - Low-points
  - Flow-points
- **Tap into Themes**
  - What's good?
  - What's great?
  - What ain't?
- **What's your Tapestry Tagline?**



[Photos by jens holm](#)

# Tip #9: See the Signs!

## #Messagesfromtheuniverse

### Two Questions:

Which sign do you “feel” the most at work, and why?

What can you learn from this and/or action to take?



Photos by [Greg Jewett](#), [Bernard Hermant](#), [Jamie Street](#), [Mark Duff](#), [Rob Findon](#)

## Tip #8: Make a Decision to (re)**VISION!**

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- Set a new, inspiring-to-you work enrichment goal
- How will you measure success?
- Take 1 action a month to move toward your goal
- Recruit an accountability partner
- Celebrate short-term wins
- Never give up!



[Photo by MARK ADRIANE](#)

# Tip #7: Swap “OK Boomer” for Cross-Gen Zen.

“We see the world, not as it is, but as we are – or, as we’re conditioned to see it.” - *Stephen Covey*

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**BEFORE**



[Photo by Dawn W](#)

**AFTER**



[Photo by Leonard von Bibra](#)

## Tip #6: Avoid The Alone Zone. #Connect2Community

Are you connected, or alone on the rocks?

29...32...15... + crime, safety risks, health care

**Factors:** Career stage, burnout, no cross-gen-zen, Long hours, work relationships, politics, role-rejection, external factors, general outlook

### Solutions:

- Sift out & solve for your Top Stressors
- Revisit your Values; Remember your Why
- Broaden your network to broaden your net-worth
- Help someone else up the mountain!

<https://workplaceinsight.net/why-loneliness-is-a-workplace-issue/>



Photo by Tommy  
Lisbin

## Tip #5: Talk beyond Tech.

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“Shock or No-Talk?”

Which would you choose?

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Remember to:

**Connect.**

**Communicate.**

**Collaborate.**

**Celebrate.**



Photo by [Katherine Gu](#)

## Tip #4: Keep Learning your Craft ...so you don't get the shaft. *thosewholearnmoreearnmore*

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Promotions often go to the most prepared...and the most prepared have a common trait.

They are all CONTINUOUS LEARNERS!

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Have a mindset for more:

**Requirements = Baseline**

**Plus One is the way to get it done.**

**Drive if you want to Thrive.**

**If you wait, you're too late.**



Photo by [Christian Langenhan](#)

**Tip #3: DO Sweat the Small Stuff.**  
*(In life? No. In performance? Always! )*

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*“Success is often missed because it’s  
dressed in overalls and looks like work.”*

*- Thomas Edison*

**Commit.**

**Invest; bring your best.**

**Go beyond the baseline.**

**Boundaries are a beautiful thing.**



[Photo by Alice Donovan Rouse](#)

## Tip #2: Don't be set in stone.

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Think out of the (concrete) box. In meetings:

- Are you open, and listening to understand, or waiting to respond with the "right" answer?
- Do you tend to stop at the first solution?
- Do you consider and solve for sustainability, or are you content with the "right now" result?



Photo by [Andrew Seaman](#)

**EMBRACE THE SAVVY SIX: Curiosity... Adaptive Mindset... Leadership... Problem Solving...Communication...Teamwork!**

## Tip #1: Pave it Forward.

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Whether you're just starting your career, or retirement is near,  
**YOU HAVE SOMETHING TO OFFER THE WORLD.**

Skills, Setbacks, Solutions...

Look back, so others can leap forward.

Tell your Story.

Be open about your Successes...and your Messes.

**LEARN. LEAD. LEAVE A LEGACY.**



[Photo by Hello I'm Nik](#)  
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