

## **Five Ways to Thrive in Your New Job** by Jeanetta Chrystie

Many times when we seek new employment, it's easy to think that once we land that new job, we have succeeded and can "rest" in our new-found security. But the reality of today's competitive career environment, whether in the business world or in ministry, is that landing the job is only the beginning. Like a marriage, a new job must be actively attended to for the new relationship to thrive and continue.

**Build Your "Satisfaction Factor"** – no matter what terms you left your old job on, do not bring old feelings and reactions into your new job. That kind of baggage can sabotage you as you strive to build new working relationships with the people in your new job. Similarly, dump your old attitudes about: authority, work methods, coffee breaks, and meetings. Remain open to how work is conducted at your new workplace without judging things before you have built significant experience at your new job.

**Build Your Communication Skills** – the most important communication skill when you are new at a job is listening! Focus instead on listening to others. Learn to discern where the friendships and alliances exist. Discover what departments' going agendas are in the works, often behind the scenes. Develop your sense of the existing politics within your department and among other departments, before agreeing or disagreeing with anyone; don't "shoot yourself in the foot" by offering your opinions until you are well-informed.

**Forget the Way You're Used to Doing Things** – This is a new workplace with a different culture than you were in before. Refrain from offering opinions, advice, or personal comments about how things are done for the first month. If a superior specifically requests your estimation of a work process or issue, be as positive as you honestly can and solicit their opinion. Be willing to embrace new ways of doing your job tasks.

**Keep Your Personal Opinions Secret** – Be wary of downgrading anything until you have built more experience. When others speak badly about a co-worker, just make yourself scarce; especially if it is about a superior. Someone inside may have wanted your job, was passed over for it, and could try to undermine you by getting you to verbally agree with negative sentiments.

**Brush Up Your Skill Set** – Each job requires slightly different skills, due to the nature of the employer. Some of your skills that were widely used and praised in a prior job may be less important in your new job. Likewise, most of us will find a new job has necessitates building some new skills. These skills may be technical, such as how to work a particular machine or software program; or they may be interpersonal skills. Resolve not to let it intimidate you, but instead let the challenge create additional job skills for your resume.

© 2010 by Jeanetta Chrystie, Ph.D. All rights reserved. This document may not be duplicated or distributed without the express, written permission of the author (editor @ JobToJoy.us).