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Are you top talent?

Answer these five questions to find out

By LISA MARTIN

No matter the economic situation, top performers are always in demand. In tough times top talent shines, and as the economy gets its legs back, extraordinary talent will shine even brighter.

Top talent will be desired more than ever as positions and people that contributed little to customer value or to the bottom line will not be coming back.

Are you ready to take advantage of this shift? I can tell you that the organizations I work with are getting ready. They are very serious about identifying, attracting, retaining and advancing high-potentials. Are you perceived as extraordinary talent by your colleagues and employer?

Here are five traits of top performers, you: show high initiative; inspire and motivate others; deliver results consistently; adapt readily to new environments; and (most importantly) are passionate about your work.

Answer the following (honestly) to assess how others perceive you.

1 Can you describe a situation where you recently demonstrated initiative? Be specific. What did you

personally do to spark something positive in your workplace?

2 What has been your best team accomplishment in tough times? How did you motivate or inspire others to pursue a goal or a vision?

3 Name a few projects you implemented successfully in the last six months. Did you meet your deadlines and budgets? What obstacles did you encounter and how did you move around them?

4 How do you respond to new situations and change initiatives? Are you resistant or resilient? Are you “transferable” to other teams and environments?

5 Do you do the work you do because: you have to, it's a means to an end, you are good at it, you love it? What drives you to succeed professionally everyday? What are you passionate about?

If lots of relevant examples come to mind – welcome to the extraordinary talent team. If not, you've got some work to do as those around you are not seeing your potential. ■



LISA MARTIN helps great individuals and organizations be even better by maximizing their talent. She is a consultant to organizations, executive coach to top talent and co-author of the forthcoming *Building Careers* and author of the bestseller *Briefcase Moms*. For more information, visit www.lisamartininternational.com.