

Be a “Star Performer” at Work

There are common personality traits that outstanding employees, also known as star performers, exhibit. Every one of them can be learned or developed. If you commit to developing these common traits, you may really shine on the job - and in your re-



Passion

When you are passionate, you are enthusiastic and tireless in pursuit of goals, on the job or in your personal life. Passion stems from a deep appreciation of the positive outcomes of your work and a dedication to achieving them. Invest your efforts in activities that help you create positive outcomes. Your passion will be demonstrated by your actions and their results.

Determination

Determination refers to making a decision about a goal and committing to achieve a desired outcome. When you believe that something you value is achievable, you have determination. You visualize your goal and how to reach it in your mind's eye. Determination is “jet fuel” for your belief in - and attempts to achieve - a desired goal.

Talent

Talent is often mistakenly viewed as a “natural” ability or aptitude. Not true! In the workplace, talent is developed by challenging oneself to acquire the skills related to superior performance. Once you have those skills and use them to become successful, you will be considered “talented.”

Self-discipline

Self-discipline is the ability to sustain a state of action in pursuit of a goal. There is no absolute self-discipline - we are well disciplined in some situations and less disciplined in others. However, this is a skill that can be refined. Develop the art of self-discipline by finding and using interventions that help you set goals, focus, and work consistently until your goals are achieved.

Humility

Humility does not refer to acting as though you don't understand and appreciate your own abilities. It is good to have a strong sense of one's self-worth (i.e., high self-esteem). Humility refers to understanding that your opinion is one of many; the opinions of others are valuable; your opinion may be incorrect at times; and decisions made by a team will not always coincide with what you would like to see happen. In other words, humility means that you must accept that you are not always right!

Trust

This trait is learned over time and perfected through experience. Trusting others and working as part of a team are personal strengths that develop as you face and overcome challenges along with your colleagues. Trust is a valuable resource when one is faced with a setback or particularly challenging situation. Trust is the trait that creates belief that team members will support each other, overcome difficulties, and, ultimately, be successful.

Communication

Employees who fail on the job often do so because they cannot communicate well. Besides having the skills to speak, read, and write well, a star performer must successfully communicate with people from myriad backgrounds, of both sexes and all ages, at all employment levels. The ability to communicate successfully is the most important of all the traits discussed here. Without it, failure is unavoidable. A big part of successful communication is the ability to listen to others and understand their points of view, compromising as necessary to reach goals.

Hard work

Hard work creates success. An employee may have passion, determination, talent, self-discipline, good communication, humility, and trust for the team, but without hard work, there will be no success. Star performers, from all walks of life, work hard!

If you want to be a star performer at work, develop these traits and you'll be on your way!