



## 6.5 WAYS

TO KNOW WHEN YOU  
ARE NOT VIEWED AS  
VALUABLE TALENT IN  
THE ORGANIZATION

Michael D. Brown

When you work in an organization, the way you are viewed matters a lot. You may have heard from many people that they worked hard but were never rewarded proportionately. That is most likely because they weren't perceived as hard workers. If you are worried about how you are being viewed, then here are a few things you can check to see if people think you're valuable.



### 1 – PEOPLE DON'T KNOW YOUR NAME

When you are a valuable talent in the organization, people know your name. It is easy to see who is valuable and who isn't – people naturally gravitate towards valuable people. The weird thing is, if you are valuable, even people who don't need to know your name will know your name. People from other departments who have never worked with you will know your name. If you aren't valuable, then even the people in your department may not know you.

### 2 – YOU ARE REPLACEABLE

Do you have skills other people don't? If you can be easily replaced, then upper management will obviously not think you are very valuable. You need to be an important part of the organization. At some level, everyone is replaceable; the real trouble starts when you are easily replaceable.

### 3 – YOU GET A LOT OF FLAK FOR MISSING WORK

When your organization values you, they will treat you much better. They will even let you get away with some things they shouldn't. When valuable people skip a workday, the company isn't angry with them. Instead, management is concerned about them and ensures they are satisfied. If you are getting a lot of flak for missing work, then it means the organization doesn't really value you; otherwise, they would just let it slide.



## 4 – YOU AREN'T CALLED IN TO HELP

When you are considered a valuable talent, you will be asked to contribute. You will be asked to save projects that are failing and solving problems no one else can. This can be a bit frustrating but it shows that people think your skills are valuable. When you aren't considered valuable, you will only be entrusted to do what is in your job description.

## 5 – YOUR APPRAISALS AREN'T GOOD ENOUGH

If your appraisals aren't good enough, it might be a sign that you aren't considered valuable. The only other explanation for a bad appraisal is that the company isn't doing well. If other people from your department or team got good appraisals but you didn't, it means your talents aren't properly appreciated by management.



## 6 – THE LEADERS DON'T KNOW YOU

The easiest way to judge your value in the organization is to see how its leaders treat you. If you are considered valuable, then they will know your name because they have probably discussed you in meetings. If leaders don't know you, how would they ever consider you as the next leader or manager?

### 6.5 - SHOWING VALUE

If you think you aren't considered valuable, don't worry; all you need to do is demonstrate value. Start by helping out other people whenever you get the chance. Soon, everyone will know who you are and how helpful you can be.

## ABOUT MICHAEL D. BROWN

Michael D. Brown is a sought-after speaker, Global management expert, and author of *Fresh Passion: Get A Brand or Die A Generic*, *Fresh Customer Service®: Treat the Employee as #1 and the Customer as #2 and You Will Get Customers for Life* and *Fresh Passion Leadership: Become a Distinct, Branded Leader or Extinct Generic*.

He has over eighteen years of experience in helping companies and organizations achieve results. These organizations include US Army, US Marines, BP, Amoco, Capital One, Jason's Deli, Murphy Oil, Omni Hotels, Houston Rockets, Wells Fargo, Marriott, Ford Foundation, and Hampton University. He has held numerous leadership positions at Fortune Global 100 Companies.

Michael's work has been featured in hundreds of publications and media outlets, including: Forbes, Georgia Public Radio, Business Week, NPR Radio, The Economic Times, Black Enterprise, Management Operations, Business Education Forum, Bits and Pieces of Leadership, Inside Business, The Managers Intelligence, Black Enterprise, and U.S. Business, Review.



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