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# Politics of Promotion Career Strategies for Librarians

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#### **Defining "Politics"**

The study of power

The use of one's power within an organization for the purpose of obtaining advantages beyond one's legitimate authority



## **Defining "Politics"**

How power gets worked out on a practical, day-to-day basis

The art and science of getting things done



### What to do with politics

- Don't get personal
- Focus on your circle of influence
- Know your goals
- Communicate



### **Being Effective**

- 1 Work hard and keep a well documented file
- 2 Recognize the games as they unfold
- 3 Abandon the obsession with fairness
- 4 Know the rules
- 5 Manage your reputation



"You can't build a reputation on what you are going to do." Henry Ford



#### **Reputation Management**

- Identify influencers; Build good relationships
- Be consistent
- Be positive & polite
- Self-promote
- Be a leader

