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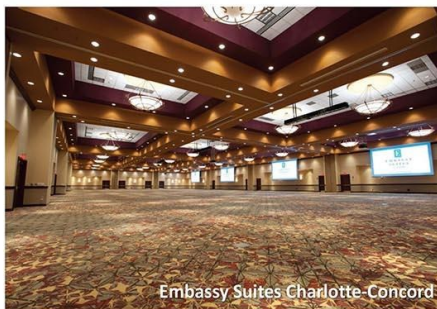
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The High Price of Professional Paralysis

Matthew Renz

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Many professionals fear that they will not have the opportunity to grow and develop in their careers. This fear can be caused by a number of factors, such as a lack of training and development opportunities in their current role, a perceived lack of support from their manager, or a feeling of being stuck in a rut.

This fear can have a number of negative consequences for both employees and employers. For employees, it can lead to decreased motivation, job dissatisfaction, and a higher likelihood of turnover. For employers, it can lead to a decrease in employee productivity, innovation, and engagement.

You might relate to Sarah, a seasoned VP of Marketing. She was top of her game, always looking for the next great speaker to inspire her team. Yet, she found herself stuck, year after year, in the same role, unable to make that leap to C-suite. And Sarah had to confront that reality.

"Growth and comfort do not coexist," IBM's former CEO, Ginni Rometty, once said.

Professional Paralysis Costs More Than Just Money

The cost of not taking action to address the fear of lack of access to professional growth can be significant for both employees and employers.

For employees, the cost can include:

- Decreased motivation: Employees who feel like they are not growing and developing in their careers are less likely to be motivated to do their best work.
- Job dissatisfaction: Employees who feel like they are not learning new things or progressing in their careers are more likely to be dissatisfied with their jobs.
- Increased likelihood of turnover: Employees who are not satisfied with their jobs and do not feel like they have opportunities for growth are more likely to leave their jobs.

For employers, the cost can include:

- Decreased productivity: Employees who are not motivated or engaged are less likely to be productive.
- Decreased innovation: Employees who are not learning and growing are less likely to come up with new ideas and solutions.
- Decreased employee engagement: Employees who are not satisfied with their jobs and do not feel like they have opportunities for growth are less likely to be engaged in their work.

What Should I Do?

There are a number of things that employees and employers can do to address the fear of lack of access to professional growth.

Employees can:

- Take initiative to learn new things and develop new skills. This can be done through formal training programs, online courses, or self-directed learning.
- Seek out opportunities to take on new challenges and responsibilities. This can be done by volunteering for new projects, shadowing other employees, or asking for additional work.

- Build relationships with mentors and sponsors. Mentors and sponsors can provide guidance, support, and advocacy for employees who are looking to grow and develop in their careers.
- Network with other professionals. Networking can help employees learn about new opportunities and make connections with people who can help them achieve their career goals.

Employers can:

- Provide training and development opportunities for employees. This can include formal training programs, online courses, tuition reimbursement, and opportunities for employees to attend conferences and workshops.
- Create a culture of learning and development. This can be done by encouraging employees to share their knowledge and expertise with others, and by providing support for employees who are pursuing professional development goals.
- Recognize and reward employees who are taking the initiative to learn and grow. This can be done through financial rewards, public recognition, or opportunities for advancement.

Take Action

The fear of lack of access to professional growth is a real concern for many employees. However, there are a number of things that employees and employers can do to address this fear and create a more positive work environment.

Employees can take the initiative to learn new things, seek out new challenges, and build relationships with mentors and sponsors. Employers can provide training and development opportunities, create a culture of learning and development, and recognize and reward employees who are taking the initiative to learn and grow.

By taking these steps, employees and employers can work together to create a more positive and productive work environment where everyone has the opportunity to grow and develop.

Action plan:

- Employees: Identify one thing you can do this week to take the initiative to learn and grow in your career.
- Employers: Identify one thing you can do this month to create a more positive and supportive environment for professional growth and development.

Matthew Renz | With a three-decade background in corporate insurance sales and leadership with UnitedHealthcare, Matthew brings a passion and energy for personal and professional growth and leadership development. He is a speaker, trainer, and author who packs everything he touches with thought-provoking ideas meant to grow and build relationships. Reach him by email: matthew@matthew-renz.com.

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