

Bored with Your Job? Did Not Get the Promotion You Expected? Think There is Something Better? Think Again!

Dear Stephen:

I am a sales representative with one of the major furniture manufacturers. I will not say the name, but it begins with an "H." Funny, how many furniture manufacturers start with the letter "H," but I digress.

Here is my question. I have been at the company 22 years in sales, with all good performance reviews. Recently my boss was promoted, and one of those rare regional managers jobs opened up in my region. I feel like I was overlooked for the position, and it went to one of my colleagues.

I am the most senior person in our division and have a great relationship with my boss, and I thought I was a natural for the job. My colleague (now my boss) is a great friend, and we have similar experience, but she has less tenure than me. I will be fine working for her, I just feel hurt and overlooked.

I feel like my career has hit a plateau, and I don't know where to go from here. I approached my boss about who was involved in the decision for his replacement and why I was not consid-

ered for even an interview. He replied that I never applied or showed any interest, which I guess is true.

I love the company, my friends here, the work environment and the products I sell. Yet, I feel like this is a wake-up call that there is something better waiting. I am concerned about changing jobs because I am 55. What's your advice?

Signed,

Promotionless



You can send your workplace questions to Stephen at: StephenSays@bellow.press

Questions selected to be answered, will appear in this column. Please use the Subject: Stephen Says for all emails. Stephen Viscusi is a bestselling author, television personality, and CEO of The Viscusi Group, global executive recruiters located in New York. Follow Stephen on Twitter @stephenviscusi, Like Stephen on Facebook; and follow him on LinkedIn.

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Dear Promotionless:

After reading your question, my first thought was that you slept through your wake-up call! Any time anyone uses that expression, a really old cliché, I conclude they enjoy their sleep too much.

"Sleep," in this case, is just a metaphor for "routine" or "coasting along." A hard worker just not too hard. And maybe you have good reason to not answer the wake-up call — it sounds like you have a great job.

Look, anyone who thinks they are entitled to a promotion usually does not deserve one. You really did not even apply for the job? This position must have been posted internally through

your own HR department online, right?

All the "H" companies I can think of (HNI, Haworth, Humanscale, Herman Miller) are fair-minded and do a good job of publicizing promotions and opportunities within the company, so you had a clear chance to let management know you were interested. But maybe it's just as well that you didn't apply because if they wanted you for the job, they would have let you know.

I do not even need to know your work experience to tell you were passed over because in your boss's eyes you were not the right choice. I bet he was relieved you did not even apply. Take the hint and move on from your hurt feelings.

Now for the good news. Stay put in your job. It sounds like you have a good relationship with your new boss, a former colleague — what could be better than that? Re-start your attitude and energy and focus on the company you love. Think of it as updating an app, but you are that app. You like where you work, and it is not about age because we place people way older than you in various sales positions. So, sit back and relax. Do not quite "coast," make sure you still hit the numbers, but enjoy the ride until you are ready to retire. There is nothing better than when you have a job that is also a home.

Stephen