

The employees who are generally more likely to promote are those who set themselves apart from the crowd, well in advance of an opportunity/promotion.
They've done that by:

Taking on responsibility without being asked. (volunteer to be a shift leader, volunteer to take charge in the absence of a Lead or Super)

Learning and leading discussions on pertinent aspects of the job. (improvements to work zone safety - or- assuring PPE's are being used)

Looking for and participating/communicating in improvements opportunities. (ways to improve solid chemical applications, ways to reduce injuries)

Taking calculated risk to experiment. (thinking outside the box)

Sharing/communicating. (learn to present yourself constructively on issues of controversy)

Go the extra mile. (be the first one to work, the last one to leave, grab the broom and sweep the floor, mop the rest room, have the cleanest truck)

Be a mentor and/or a coach. (help the new hire learn the ropes, assist them with a time sheet, explain operating procedures)

Know your business. (what are our safety goals - what are our performance measures - what are the pro's and cons of a chemical snow & ice program)

Get involved. (fair booths, public meetings, internal communications)

Express your communication skills. (use the computer to communicate and ask questions... like you're doing now)

Set an example and demonstrate your accountability. (kind of like I said in "go the extra mile" - be the first to clean up the stock pile, pick up litter in the yard, wash the dirty window, grease the spinner, make the coffee, vocalize a possible hazard condition, volunteer to lead a safety discussion, empty the garbage can, help an employee lift a heavy object, spend a extra minute after work to prepare for the next day)

Constantly think about ways to become for efficient and effective with resources. (be more accountable on the job, so you don't have to run back to the shop for a tool that you discover you need - be prepared - have a plan - have a contingency plan for when your first plan doesn't work - be a problem solver or at least participate in problem solving)

In an interview process, explain proudly your accomplishments, but be even more prepared to talk about your goals and how you will help lead the WSDOT to even higher standards.

Please feel free to give me a call, so we can discuss in more detail.