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# What Makes a Top Employee?

## How to Be the Best and Get Noticed

by Nathan Jamail • Jamail Development Group

**I**n any economy, especially a tough one, thousands of companies are still looking to hire top employees. The real question is, how does one become that top employee organizations and leaders are looking to hire? It is not experience, knowledge or background, though all of those are great benefits. Three things a person can do to be a top performer on any team are 1) do what you love, 2) maintain a positive attitude, and 3) make your boss look good. These are more than generic statements or

motivational blurbs; rather, they are the statements most commonly made by leaders when describing their top performers.

### Do what you love

Passion is the most powerful motivator for a person or team. More people will follow you, buy from you or promote you because you are passionate than because you are smart or have experience. Passion can only be created when someone is doing something he or she believes in or loves to do. This

does not mean a person must be passionate about the product or service provided; rather, he or she must be passionate about the actual job responsibilities and serving clients or team members.

A misconception is that passion is a subjective thing to measure. How can the one thing that every top performer has be subjective? It can't. Either a person has it or not. Everybody has passion — it is an emotion. The question is not whether people have passion but whether they're doing what they're



passionate about. If the answer is no, then make a change, because without passion, people never reach their true capabilities or desires.

**Action item:** Write down what

saying, "It won't work," or "It has never worked in the past." Most people will tell another person something can't be done because in reality, they fear they themselves can't do it. Having the right

at helping others, the more valuable you become. When people focus on making their boss look good, they should never worry about being perceived as opportunists. They should only focus on

## Having the right attitude is knowing you will determine your reality — not by what has been done, but rather by what you will do.

you love to do, from hobbies to activities. Do they relate to what you do professionally in any way? If not, talk to your boss about your passions and ways you can incorporate them into your current role. Your boss will appreciate the top performer you become when you are doing what you are passionate about.

### Maintain a positive attitude

Remember this: Having a good attitude is as easy as always remembering to smile and take responsibility for everything, both good and bad. It is never saying, "It wasn't my fault," or "It's not my job" — or otherwise blaming the company or competition for one's own failures. Rather, a person with the right attitude knows that in order to be successful, you must first be grateful. To be the best, focus on how to have more fun and be better at serving your clients, peers and subordinates. Remove the life-suckers and gunslingers that shoot holes in every new idea and new opportunity by

attitude is knowing you will determine your reality — not by what has been done, but rather by what you will do.

**Action item:** Take the time each day to approach everyone around you and smile; encourage and expect the same in return.

### Make your boss look good

Working to please and impress will get a person promoted faster than tenure and experience. A top performer focuses on doing what is right and exceeding a boss's expectations, promoting the leadership's culture and delivering results. Always be willing to help others succeed, knowing the better you are

making their boss look good. The key is to focus on having the right attitude, being passionate about a job and serving leaders and the team.

**Action item:** Look at your job expectations and add to them. If your boss says to be in the office by 9 a.m., try to be there by 8:30 a.m. at the latest. If your boss says to contact 50 prospects in a week, your goal should be 75. Most importantly, do these things with integrity. Not only will your boss look good, but you will see results.

Every professional has the opportunity to get promoted and be No. 1, but only a few will actually do what it takes to get there. **R**

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