

Simone Janson (ed.)

Ways to Career and Promotion



As a Specialist, Colleague & Employee to the
New Job as a Superior. Achieve your Goals
with the Right Skills for Success as a
Manager, Leader & Boss

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Introduction: Information, Experiences of Success, Inspiration - you'll find all that in this Book

Dear readers,

glad we could convince you of the 4th, significantly extended edition, like thousands of readers before. Because this book makes your success tangible: In the following pages, you will not only encounter expert knowledge, but also a wealth of practical tools and resources that can help you achieve your goals and realize your full potential.

Achieve Goals Interactively: Awards, Press Reviews, Customer Feedback

For its interactive concept, the publisher was not only awarded the Global Business Award as Publisher of the Year by Corporate Vision Magazine and supported by the Minister of State for Culture and Media of the Federal Republic of Germany, but also repeatedly recognized in renowned media such as **ZEIT**, **Süddeutsche**, **personalmagazin**, or the special magazine **Personalführung**. For example, the **FAZ**, one of the most influential Newspapers in Germany, attests to us "good actionable tips" and customers like the **Press and Information Office of the German Federal Government** are enthusiastic. You can find many more reviews as well as information on free review copies at <https://best-of-hr.com/press/>.

Renowned experts from various fields - overview in the table of contents - have compiled their expertise and experiences to provide you with valuable insights and advice, practical and condensed. As a reader, you will also receive working materials as part of your book purchase, which you can download for free at <https://best-of-hr.com/academy/>. In addition, workbooks are available to help you reflect on the inspirations from this book.

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Your Benefit in concrete Terms: Content, Organization and Structure of the Book

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You will receive valuable resources through this [unique publishing concept](#) that will enhance your knowledge, stimulate your creativity, and make your personal and professional goals achievable. This allows you to discover new ways, expand your thinking, and improve your skills to experience success. You will receive concrete advice, proven methods, and strategies to overcome challenges and overcome obstacles. By providing specific action steps and practical guidance, you will learn how to define your goals and develop plans to progress step by step. The clear structure and our special, highly detailed table of contents support you in quickly finding the desired information and implementing it directly into practice.

This is not only contributed by the expert articles of renowned experts but also by numerous inspirations from successful managers, entrepreneurs, and other exciting personalities. Their stories and experiences serve as vivid examples of how challenges can be overcome and goals can be achieved. Through their inspiring narratives, you gain insights into proven strategies and practices that you can apply to your own situations. Different, and potentially contradictory, aspects of the topic are deliberately addressed. This allows you to examine, reflect on, and weigh the various pros and cons optimally. This ultimately enables you to gain different perspectives and improve your knowledge to develop a deeper understanding of complex topics and find innovative solutions.

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Under the motto *Information as desired*, we also provide you with exactly the information you have been looking for. The book also includes an e-course with a worksheet for you to work through, which you can receive for free as a reader in our Academy at <https://best-of-hr.com/academy/>. You can find out how to access it in the book's conclusion.

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One of the greatest strengths of AI is its ability to process large amounts of data and recognize patterns. By using machine learning algorithms, AI can learn from this data and make predictions. This enables you to make informed decisions, optimize your strategies, and even solve complex problems. Whether it's your personal career management, optimizing communication processes, or improving work efficiency - AI can help you achieve your goals more effectively.

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So you see: from cost savings to access to knowledge and education, to the opportunity to experience and live your own successes, to inspiration for entrepreneurial activities, and the possibility to earn money with our publishing house - reading our books can provide you with financial benefits in various ways.

Bosses between assertiveness and teamwork: darling or dork?

// By Barbara Haag

In the daily routine of the game, the question of role and behavior patterns arises. If one is too nice, one is liked, but perhaps not respected. If one is too harsh, one can perhaps get through, but loses sympathy points. How to solve the dilemma?

Everybody's darling or dork on duty?

Whoever wants to push things can not be Everybody's Darling. Or is it? Those who value human contacts should be able to save themselves for private life. Is that so? Can one be really nice at work or have a strong social incompetence?

Which prejudices do the representatives of the two camps face each other? Is there the golden mean? And how do executives find out if their team is better served by the guy "lonely wolf" or "Mr. Nice Guy"? How can you assess the motivation behind the actions of your employees?

A-types and B-types - cliché or reality?

Most of us know both extremes: colleagues A, who is competent and who is asked for support, because he is not afraid to go through when things need to be done quickly. When he is playing in the coffee kitchen, he is usually not there - and is not really missed on such occasions.

Then there are Colleagues B, who just clashes with everyone, who also takes time for the interpersonal, which one can at any time ask for an assessment of the film, which he last seen in the cinema and which one then, depending on how the Judgment fails, also looks or not.

Who would you rather have in a team?

Who would you prefer in your team? Are you already working with both colleagues? Which of the two is the more competent?

For example, is it possible to imply that Type B is not as interested in his career as Type A (according to experience, B-types are often ignored in favor of A-types during promotions)? And how much feeling can you afford in everyday work?

Envy - but a good feeling?

Take as an example a supposedly "bad" feeling that we are always told not to allow: envy. The PsyBlog website explains the benefits of "benign envy," that nagging feeling that we miss something that we see in others.

These little stitches may be good for us (as long as we feel the other deserves its success, otherwise we will really be seized only by an unproductive, destructive envy). Benevolent envy can motivate us, give us hope, make us more creative, and let us look at things from a different perspective.

Assertiveness does not make it more productive

PsyBlog also quotes an interesting study on the topic of enforcement and sympathy among executives. The results: In terms of productivity, the successes did not rise unrestrictedly parallel to the current performance of a manager.

A particularly high level of assertiveness is in terms of productivity, so the researchers, so no better than a moderate level; but it is definitely better to be moderately assertive than not at all. In terms of sympathy ("social outcomes") it behaved similarly:

Moderate degree of certainty

The sympathy curve did not rise infinitely in accordance with the ability to assert itself, but fell sharply. So it was definitely better to have a moderate degree of certainty than too much, the researchers concluded.

Combining the results of the two components results in a curve that is similar to an inverted U - so there must be an ideal point where social and economic outcomes meet.

Drawers do not help

Last but not least, the question arises as to the extent to which the behavior of a person allows conclusions about his feelings, his motivation. This is especially important when it comes to compiling a team or filling key positions.

If you have a little knowledge of the human being and experience in dealing with others, you know that you can not go further with the idea of drawers. Anyone who has experience in human resource management or leadership knows how many employees feel themselves out of place and in their role, how great is the danger of an internal termination and service according to regulations.

Identify potential employees in time

Personal diagnostic tools can help identify potential, identify deficiencies, and provide the best possible support to companies and employees.