



Have You Been Denied Your Due Promotion? What Should You Do Next?

It happens all the time. You expect that great promotion and plan so many things around it – and when the time comes, another person walks away with the deal. It is hard to take, hard to adjust and even harder to adjust to the fact that it will be a while until you could try for this again. However, as with all setbacks, it is no use to cry over spilled milk. You need to take a few concrete steps to manage the damage done and plan for moving on:

1. **Be Sportive about It** - Nothing is worse than a sore loser. Once you know that nothing can be done about it you have two choices as a professional, i.e. provide full support to your team and new supervisor/boss or, leave the department/organization. In other words, as long as you are with the organization always do your best for it; if you can no longer do so for any reason whatsoever, move away from it.
2. **Find Out Why** - Experts say that most people who have been passed over for promotion would know exactly why it has happened. This is because most professionals are aware of their shortcomings. However, if you really do not know why, look for answers. Go to the decision makers and honestly request feedback. Tell them you want to get there and hence, you need to know what you lack. If your approach is clean and without any 'how could you do this to me' attitude, your management would tell you where you lack.
3. **Take Steps to Get There** - Once you get to know the parameters against which you were found wanting, take adequate steps to get there. Find out courses/training programs for you to gain the skills/knowledge you require. Work harder, be more committed, put in the effort and you will definitely get there.
4. **Find Your Best Fit** - Sometimes being passed over for a promotion could be an excellent wake-up call that you are not actually in the best fitting job/career. Take a look at yourself and at the organization you are working for; would you rather do something else somewhere else? This is the time for some very honest answers. If the answers tell you that you would be better off doing something else, find the right place where you want to be that so you could raise yourself to your highest possible potential.