

# Career Success Recipe for Newbies

By

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<http://www.career-success-for-newbies.com>

Career Success Recipe for Newbies  
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#### **Resource Box/SIG line:**

Long Yun Siang or Long, as he is popularly known runs <http://www.career-success-for-newbies.com> with his wife Dorena as their way of paying it forward. Their website – based on their real life experience - provides tips, tools and advise for newbies pursuing career success. You can now download a FREE copy of their mini eBook titled “Career Success Recipe for Newbies” at this website (***your site’s URL***) now.

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**Dedicated to:**

**Ian Tan, Ng Wan Hoon, Jessica Koh, Yee Hui Tsin, Cassandra Lee, Cindy Lim, Jessey Chew, Alvin Ng, Desiree Tan, Renay Pu, Irene Kuan, Angie Ng, Teo Shen Ren, Terence Leong**

**My team - who is always a reminder,  
career success is a journey that can be fun.**

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## Part 1. What Do You Want To Cook?

Before you ask for a success recipe, you need to decide what is the success dish are you going to cook? Unless you know what sort of success dish you like and would like to taste, you can end up asking for the wrong recipe.

In short, you need to define what success means to you before you ask for a success recipe. The answer is, there is a recipe for success. It does exist. But that recipe, much like the varied dishes and tastes out there – depends on what you are looking for.

So ask yourself this question - What is your definition of success? Unless you know what success dish you are going to cook, it is useless to ask for a success recipe.

Different people have different [definition of success](#). For many career newbies, success can mean monetary reward. Yet others define it by what new things they can learn in the shortest possible time in order to be promoted. Some others may have even more definitions of success. In their case, they may need many success recipes.

### The Different Success Recipes

There are success recipes for the different areas of your life. These recipes can vary from career, health, spiritual, emotional, time and financial. Do not let these different areas overwhelm you. There are common ingredients that are used regardless of the dish you want to cook.

In order to know which success recipe you would use, you need to really find out about your own tastes. Your likes and dislikes. In other words, in order to know your definition of success – you need to know your key [motivators](#), your values and priorities in life. Your strengths and weaknesses are also things you need to understand.

Once you know these, you then know what dish you would like to cook. Hence, asking for a success recipe has more meaning and you have higher chances of succeeding. However, know that sometimes understanding your own tastes may take some time. It is a process of getting to know yourself. This is a crucial process. One that determines what success means to you.

Let's say you are looking for a recipe for [career success](#). How would you define career success? Is it to become a manager in a given time? Is it to learn a certain amount of skill at a certain stage of your career?

Find out about your own strengths and weaknesses. What are some of these strengths that will help you cook this dish successfully? What are your weaknesses that will hold you back in your quest to cook a dish of success?

### **Cooking is a Process**

When using your success recipe, assuming you have already defined what success means to you – remember one thing. Cooking is a process. And learning to be good at cooking i.e., learning to be good at succeeding at the things that you do is a process. It takes time. It takes time to learn and it takes time to be good at it.

It takes time to learn from your mistakes too. Constant learning and practicing makes you better at what you are doing. Be it cooking or in your career. That increases your chances of success.

Make a time allowance for yourself to discover what is truly the success recipe you seek. It took me more than 3 years before I began to have an inkling of what is the success recipe that I seek. And it took me years after that to refine it. In many ways one can still say that I am still refining that recipe.

### **Your Tastes Change**

A success recipe that is right for you now may not be right later on. Remember, our tastes change over time. Which is why it is all the more important for us to truly understand our values in life, as those do not change as much and drastically. Make allowance for your change in tastes too. And when that changes, your recipe for success should also change.

So, before you ask for a success recipe - know what success dish you would like to cook. What are your tastes? What are your strengths and weaknesses that will push you forward or hold you back in cooking this dish?

What is truly your definition of success?

## Part 2. The Key Ingredients For Your Career Success

You should know what success recipe you would choose once you have decided on your success dish. Here are some ingredients you need as a newbie seeking [career success](#). Your success dish maybe different from others but there is some key ingredients common in these recipes for success.

### **A Generous Helping of Working Hard**

This success recipe calls for a generous helping of working hard. In this time and age, a lot of credibility has been given to working [smart](#). Now, do not get me wrong. It is important to work smart.

Planning your work is working smart. Knowing your job priorities is working smart. However, there is a tendency for career newbies to take the short cut. Now, that is not working smart.

No matter how smart you work – you still need to work hard in order for that smart plan of yours to work. Doing something to the best of your ability is hard work. Do not plan so much for the future that you forget about the present. It is the present that determines the future. So take care of the ‘now’ with hard work and the future will take care of itself.

There is fun in hard work and I feel that not enough emphasis is given to working hard. Success does not come to those who do nothing but think about short cuts. Working hard is an underrated virtue. Remember, if you use this ingredient generously – your success dish will tastes much better. And that is where the fun is – tasting that dish.

### **Avoid Any “Barely Enough”**

There is one key ingredient that you need to avoid if you are to cook a tasty dish of success. This ingredient is called “Barely Enough”. Do not under any circumstances add “barely enough” in your recipe.

Have the determination to do extra and go the extra mile. Never accept barely enough of yourself and for yourself. When you do more than required, it tells your colleagues and bosses that you care. You care enough to do more. When you care enough to do more, the quality shines through and people will notice. They like you to be on their team, as you become a key competitive advantage.

Take initiatives and offer solutions when needed. Take the [extra step to make something better](#) and push the envelope – bring that extra energy to the unit you are in.

### **Go Big on Passion for Action**

Another ingredient you can add in this recipe for success is passion for action. While achieving success involves believing in your own [dream](#), you must remember not to end up a dreamer, but a doer.

In this success recipe, always have a passion for action. That means acting upon the steps that you have planned. Do not just talk. Do not just dream. Act upon your dreams and plans – and you are half way to whatever [success you planned](#).

When you plan, you are working smart. When you do, you are working hard. When you put the two together – working smart and working hard – you are half way to success that you seek.

### **Forget That You are a Talented Cook**

Many talented cooks feel that once they have the success recipes, they are destined to cook the best success dish. That is not so. Talent has very little to do with success if you forget that your dish is only as good as the ingredients that you use. A good balance of vision, talent and ingredients will cook you a good dish of success. Talent alone will not.

So, forget that you are a talented cook. Instead concentrate on bringing the best ingredients to the kitchen. That way you concentrate on what is more important - your goals and the [attitudes](#) that help you achieve those [goals](#).

### **Always add “Willingness to Learn”**

One of the most crucial ingredients for career newbies is the “willingness to learn”. Never be caught without it. Bring it along with you regardless of what success recipe you are cooking. It is a common ingredient in any dish of success. When you are willing to learn, the teachers will appear. The more teachers you have the more you will learn. That in turn increases your chances of succeeding.

Now that you have the key ingredients in this success recipe, ask yourself how much are you willing to commit to making this dish a reality?



## Part 3. Planning Your Career Success Dish

Your career success recipe is made out of many steps. The first step is for you to know what success dish you want to cook. The second would be the key ingredients needed in this success recipe for you to pursue [career success](#). Once you know these two, let's move on to the third step. Planning to cook this career success recipe.

As with all good dishes, knowing what you want to cook and having the right ingredients is only part of the story. Your career success recipe has higher chances of being successfully cooked if you have a plan. This plan ensures that the right equipments are in place just as you prepare the other components to your career success recipe.

### Include These in Your Career Success Recipe

#### A SMART Plan

A career success recipe is never complete without a [SMART](#) plan. What is a SMART plan? Quite simply, a SMART plan is one that is Specific, Measurable, Achievable, Results-focused, and Time-bound. What does it mean? It basically means you need to know what is your goal; you can quantify this goal; you can reach it; it centers itself on the outcome and there is a time limit to when it should be achieved.

A SMART plan should be part of any good career success evaluation. Even if it does not appear as it is, elements of it should be part of the evaluation.

The most common mistake career newbies make is that they seemingly know what they want and have a plan. However, if one were to probe further you would realize that these are merely what I call 'floating plans' (if you can even call it a plan). For example, they say they like to own their own business in the next few years. But they do not know what business they would like to be in. They do not know where to raise capital. Just to name a few examples.

Ask yourself, what do you want to achieve in the next year in your career. Do you have a SMART plan? If you want to make manager level in the next year – what is your Specific, Measurable, Achievable, Results-focused, and Time-bound goals that will lead you to attaining this bigger objective? Just saying that you would work hard and are willing to learn is not good enough. Start thinking about your SMART plan if you want to increase your chances at career success.

#### Skills and Knowledge

Yes, you would like to cook your dish of success. But do you have the necessary skills and knowledge to cook this success recipe? In planning your career success, assess your [skills and knowledge](#). Imagine someone who doesn't know

how to cook saying he/she wants to cook a 10-course dinner at the first try and make it a success.

Once you have assessed the level of skills and knowledge for cooking this dish of career success – take steps to strengthen your weak parts. What are some of the knowledge gaps? Do you have any skills that need polishing?

When you know your weaknesses – commit to strengthening them. Being aware of your weaknesses is just the first step. Commit to doing something about it is even more important. Unless you commit to working hard in order to improve, you will forever carry those weaknesses with you.

Sometimes it helps to know someone who can point you in the right direction. Someone who has been down that road before. Know someone who has cooked this dish before?

### **Look for a Mentor**

Think of yourself as an apprentice in the kitchen. There are bound to be people who have cooked the dish that you plan to cook. Learn from their mistakes and emulate their steps. Appropriate them to your character and personality. Some companies have formal and informal mentorship programs. You could always seek out your own [mentor](#).

A mentor could guide you in cooking this success recipe. A mentor's primary role is to teach and advice. You should accept your mentor's advice with openness and respect although sometimes these can be a little hurtful. For as long as your mentor is professional and delivers the advice with tact, remember in the long run it benefits your pursuit of career success. In this example, the realization of your career success recipe into a career success dish.

### **Let's Summarize**

You have now read that it is important to know what is that success recipe you want to cook. Then you read what are the key ingredients in a career success recipe. In the next segment you find out that having both of those components are not enough. You need to plan it in order to increase the [chances of success](#).

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