



Less Struggle. More Support. Better Results.

Cliques at Work

Have you ever thought about how your work environment mirrors high school? At work do you have the:

- Cool people?
- Nerds?
- Jocks?
- Comedians?
- Partiers?
- Loners?
- Snobs?
- Popular crowd?

Which clique are you in? Do you reject the term 'clique' because it sounds too separatist? In addition to the high school crowds we're familiar with, the work environment also has its own distinct groups:

- Degreed vs. Non-Degreed
- Exempt vs. Non-Exempt
- Long-timers vs. Short-timers
- Management Track vs. Non-Management Track
- Productive vs. Waste of Oxygen
- Comfortable vs. Hungry
- Players vs. Non-Players

What other groups do you have at work that aren't mentioned here? (Send me an email – I'd love to add them to the list!)

Just like high school, regardless of which group you are in, it's difficult to switch cliques. Once you're labeled in a certain group, most people, especially management, have a hard time reclassifying you. But it's not impossible!

I have known many people, especially women, who have started off in a certain job classification like administrative support, who then go on to get their degree, even an advanced degree, yet the organization they're in can only see them in the 'administrative support' role they started at.

Here's how to get into a new clique:

- What Do They Have? Determine what the members of the other clique have that you are perceived not to have, i.e. are you looking to jump from the 'no degree' clique to the 'degreed' clique? What do they have – a degree! Start that process – just enrolling in a degree program may get you in!
- Evaluate Your Thinking. You might not be in the clique you want to be in not because of someone else's labeling of you, but of the label you've given yourself! Change your self-talk and see if it doesn't change how others perceive you.
- Change Your Behavior. Most people have very short attention spans. It's the "*What Have You Done For Me Lately*" syndrome. Even if you think someone has labeled you a "Waste of Oxygen", step up your game, let them see it and you *can* get reclassified as "Productive".
- "Act as if" you're already a member of the coveted clique. If you're 10th on the succession list to replace your boss, start dressing and acting the part.

Here's my challenge to you:

- If you are looking to change your clique, do an honest evaluation of the changes you need to make to make it happen – see above. Remember: The change needs to start with you, not another person.
- Be open to others' changing cliques. If you have labeled someone a certain way and you've seen them make changes in another direction, be open to letting them in.

The resources and coaching at Career3D can help you claim a new clique!

Your Success Accelerant!



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