

## How to Gain Credibility



If you are a firm youngster who wants to move up in a firm, one of the first steps in the right direction is to gain credibility among your superiors. Here are some surefire ways that will get you on the superior side of your superiors.

**Honor and Respect.** People can tell when they are respected and their contributions honored. They can also smell it when they are disrespected. If your goal is to move up the ladder quickly so that you can gain power over your time, work and life, then understanding and respecting the contributions of others is key. If you look on the best side of people it will be no surprise when they look on the best side of you.

**Understand their world.** Ask what it was like when they were in your position and then LISTEN. You will gain some key insights. Ask for war stories – nearly everyone likes to share some stories of what they have learned. Almost no younger professionals do this. You will stand out.

**Don't be afraid of them.** Managing partners are people too.

**Invite them to lunch.** Firm youngsters tend to stick together – especially when it comes to going out for lunch. If you want to gain credibility with your superiors try to avoid sticking with the same few people for lunch. Actively ask partners if they would go out to lunch with you sometime. Leave it open, but make the request.

**Ask for what you want.** Go up to the rainmaker and say something like, “You are really good at what you do. I would like to learn more from you. How could we do that?” Most people will be honored.

**Present yourself how you want to be perceived.** Tattoos, multiple piercings, hair color, cleavage, bare legs instead of nylons and jewelry on men (other than wedding rings) are all items that may hinder attempts to gain credibility. They may not cancel credibility but they certainly won't help. While it is important to show your personality, do it in a way that considers your audience.