

## Career Advice

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### Leaders judged by ability to build team, motivate



A position of strength is vital for employees seeking to move into leadership roles in their organizations. “Strength” means developing a history of strong work performance, exceeding job requirements and minimizing missteps such as failing to meet one’s goals or not being able to have effective team relations. In most workplaces, promotions aren’t a given — they must be earned with outstanding contributions to the employer’s goals. Everyone needs to “earn their stripes” and have a track record of credibility.

**Q.** Isn’t doing a good job enough to ensure my career advancement?

**A.** The short answer is no. Employers are looking at your ability to build mini “you.” Not everyone can make that leap. Employers promote employees who have an employment “footprint” larger than what is strictly required by the job. Poor attendance, poor communication skills and failing to meet deadlines can all detract from the evaluation of an employee’s performance, even if the employee’s basic work product is considered good.

**Q.** Why won’t my boss promote me when I’m the top performer on my team?

**A.** Leadership positions require team-building skills, collaboration and an ability to motivate others. Are you performing well at the expense of the success of your team? You need to contribute to the overall success of your team before making the leap to a leadership role. As a leader, you are no longer judged on your individual contributions. You will be judged on your team’s performance. As you lead, the good and the bad traits will follow.

**Q.** What can I do to get more responsibility in my current position?

**A.** Continue to seek ways to contribute to the overall goals of the company. Make a true difference and leave a positive imprint. Don’t expect a promotion to be handed to you and don’t take it for granted that you are entitled to advance in your career. Over time, contributing positively to your team’s performance will help you advance professionally. If, for reasons beyond your control, opportunities to advance are closed at your present organization, you’ll be better prepared for your next job.

## Kuakini Health System

**CERTIFIED NURSE AIDES**  
ICF/SNF

**NURSE AIDES**  
Acute Med/Surg Units

**REGISTERED NURSES**  
Critical Care, Surgery or Emergency Svcs  
ICF/SNF

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(Medical & Surgical Supplies)

**HUMAN RESOURCES TECH**  
(Generalist)

**PATIENT ACCOUNT REP**  
(Medical Billing/Collections)

**PAYROLL CLERK**

**PHARMACY TECHNICIAN**  
(Call-in)

**PHYSICAL THERAPIST**

**SUPERVISOR,  
BUSINESS SERVICES**  
(Medical Billing/Collections)

**SUPERVISOR,  
FINANCIAL ACCOUNTING**  
**TRANSPORTER**

For a list of other job opportunities and application info  
Go to [www.kuakini.org](http://www.kuakini.org)

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