

# So Tell Me, How Can You Be an Asset to this Organization?

12 Ways to Maximize Your Potential

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# “Genrification”

- Discrimination based on generational grouping
- Boomers vs. Gen Xs...Gen Ys vs. Gen Zs
- At the core...people with varied skills sets, mindsets and attributes & abilities
- Some attributes that are “gen”-less...regardless of age, experience, status certain attributes equal success



# Asset #1: Be Adaptable & Manage Change

- No one said it would be easy!
- Resistance = conflict & struggle
- Keep an open mind & embrace the possibilities...not the negatives!
- Empower yourself! Add value!



# Asset #2: Recognize that You are Always Learning

- Don't think you know everything!
- Don't be afraid that you might "look bad" if you don't know something
- Always keep evolving!
- Saying you "like to learn" is not the same as recognizing you are always learning



# Asset #3: Never Say I Know

- If you knew, it's likely someone wouldn't have been explaining it to you. It's ok, not to know!
- “Oh cool...that makes sense” or “Thank you, I was missing that piece to the puzzle”
- Take your demeanor from defensive to collaborative...collaboration is essential in a successful team environment



# Asset #4: Be Resourceful and Investigative

- Resourcefulness begins with learning what your resources are.
- If you have the tools, use them!
- It's not their job, it's your job!
- Investigate before drawing conclusions.
- Offer solutions...powerful asset!



# Asset #5: Be Motivated & Determined

- Give it your all!
- Focus on what you need to do now...if you're not focused on the now, very difficult to be successful later.
- Take pride in your work! Motivation and dedication brings success!
- Your work ethic speaks for who you are as a person.



# Asset #6: Value Others Time, Treat Everyone with the Same Importance

- Contrary to what you might think, the world does not evolve around one individual!
- Respect others.
- Do you want to be the breath of fresh air or the irritants that pollute the air?
- Collaboration, encouragement, and motivation of others drives your success!





# Asset #7: Keep the Big Picture in Mind

- Wait, don't react yet! What's the big picture?
- It's ok if it doesn't make sense right away.
- Look at things from different perspectives, not just yours.
- Don't get hung up on the little things...keep moving.
- View it as a new opportunity...offer ideas or suggestions.



# Asset #8: Be a Strong Communicator

- Yes, it's true...the first step to communicating is listening!
- Listen to words, but also observe body language.
- Ask questions! Share your ideas!
- Communicate clearly...don't expect people to read between the lines.
- It's not always what you say, it's how you say it too!



# Asset #9: Be the Smile

- Believe me I know, it's not always easy to stay positive!
- Don't jump on the bandwagon of frustration...we *choose* how we respond.
- Look for that *light* in your day! A smile or a positive word can change things around.



# Asset #10: Be Reliable

- It's simple...show up, do what you said you would do, and be consistent...both physically and mentally!
- Being accountable, dependable and reliable is recognized and appreciated by employers, co-workers, and members.
- We're not superhuman...no one should expect perfection.



# Asset #11: Be Appropriate & Professional

- Unprofessional behavior is seen at all ages, not just the younger generation.
- What is professionalism? It's being diplomatic, level-headed, keeping a smile when debating a difficult issue, & keeping personal and emotional out of the equation. It's knowing your role and respecting the roles of others.
- No matter how good your work is or how brilliant you are, it does not supersede professionalism.



# Asset #12: Know Yourself

- What are your greatest strengths and weaknesses?
- Nobody is perfect! There's something wrong with everyone...examine what is wrong with you.
- Seek constructive feedback from your managers or peers...negative and/or positive.
- Become a more well-balanced individual.



# Ask Yourself....

- Have I faced challenges because of being placed in a generational “box”?
- Have I been sidetracked by a person’s generational stereotype when going through the hiring process?
- At the end of the day, is it my skills & abilities or my age that truly make me shine?
- What skills would I add to this list? What qualities do I value?



# Thank You!

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