CONSTRUCTION people

Career Positioning Checklist

This checklist is designed to help you make your impact more visible, demonstrate commercial awareness, and position yourself for progression in construction.

Step into the commercial conversation

- Volunteer to present cost reports or key updates to leadership.
- Lead subcontractor negotiations or client discussions instead of just attending.

Associate your work with outcomes

- Frame your contributions in measurable terms (eg. "Recovered $200K margin by renegotiating supplier terms").
- Highlight your impact on program, risk mitigation, and client retention.

Seek cross-team exposure

- Attend meetings or committees beyond your immediate project team.
- Share insights or lessons learned with other areas.

Develop a reputation for problem solving

- Identify potential risks early and propose clear mitigation strategies.
- Take ownership of small initiatives that demonstrate responsibility.

Document and communicate wins

- Keep a running log of key contributions and outcomes.
- Share these achievements during review meetings or informal conversations with senior leaders.

Mentor and support others

- Guide junior staff through complex tasks.
- Build credibility and advocate across teams.

Be proactive with visibility

- Take opportunities to speak in front of leadership during presentations.
- Volunteer for projects or challenges that stretch your current role.

Speak in outcomes, not just effort

- Use language that highlights impact: cashflow improvements, margin protection, program recovery.
- Avoid describing only the activity - focus on results.

Build relationships beyond your PM

- Engage with senior leaders to demonstrate your capability.
- Don't rely solely on your immediate supervisor to represent your work.

Monitor your exposure

- Regularly ask yourself if anyone outside your immediate team knows your value.
- Seek feedback from leadership on areas where you could increase visibility.

Take calculated risks

- Volunteer to lead a component of a higher-profile project.
- Step into roles with more commercial responsibility to prove readiness.

Reflect and adjust

- Periodically review which actions are building visibility and which aren't.
- Adjust your approach to ensure senior leaders are seeing your impact consistently.

Remember: Progression isn't about working harder. It's about being seen handling risk, margin, and commercial decisions successfully. Use this checklist to position yourself for your next opportunity.

For in-depth details click here