

OFFICE ADVICE Navigate politics among colleagues

“Office politics will occur anytime there are three or more people in a conversation,” notes business success and career coach John M. McKee, author of “Career Wisdom — 101 Proven Strategies to Ensure Workplace Success.” McKee offers some methods to help

anyone to become more successful amid a highly charged political climate:

- **Overcommunicate.** Keep others apprised of what you are planning or working on. Organizations hate to be surprised.
- **Get a mentor.** Mentors can give you an understanding of the company’s culture. Mentors outside of a company can provide an unbiased perspective on both your personal style —

what it is and what it “should” be. A mentor is also a confidant with whom you can strategize your career and get frustrations off your chest without feeding into the office political game.

- **Ask a lot of questions to different people in different sides of the company.** Don’t interrupt — just learn.

- **Seek constant feedback from others.**

■ **It’s important to ensure that everyone who may be influenced by your programs or initiatives is aware of what’s going to happen and feels like they’ve been involved or, at least, able to weigh in.**

- **Credit those on your team who deserve it, but don’t miss an opportunity to take credit for your own work as well.**

