

# **“Fake it 'til you make it”**

By: Jack Muellerleile

**“Fake it 'til you make it”** was the advice given rookies who just didn't seem to acquire the level of self-confidence needed but in whose future potential management was certain.

Sometimes “newbies” (trainees) just don't get it. The light bulb in their head does not switch on. They complete the training in a satisfactory way but lack the belief in themselves required to tackle the position's regular assigned duties with full confidence in their ability to consistently get the job done. Normally, these folks get 'washed out' because managers generally don't have (or wish to spend) the time needed to 'bring this kind of individual along'. Then again, a few managers look upon this as a personal challenge. Or, because the subject has all the other attributes required to become a standout, the manager sees enough promise in same to justify a more gradual development schedule.

In these situations, the manager's advice to the 'newbie' is to **“Fake it 'til you make it”**. In other words, get immersed in the regular assigned duties of the position, “act” enthusiastic about what you are doing and wait for the picture to become clearer over time.

This writer is keenly aware of just such a situation where it took 6 months for the lights to start flashing in the “newbie's” head. Afterward, he rose to the very top among his peers and accomplished it in the ensuing 6 months. Thereafter for more than 10 years (and still counting) this person has ranked #1, #2 or #3 among thousands holding the position worldwide for this employer.