



Making Your Work Visible Without Bragging

A pair of dark sunglasses is positioned in the upper center of the frame. Below them, the white collar of a shirt is visible. The background is a solid dark gray.

Being good at your job and being
recognized for your work are two
different things.



The difference between bragging and communicating value

Bragging

Focuses on personal
superiority

Seeks admiration

Exaggerates achievements

Overlooks others

Emphasizes status

Communicating Value

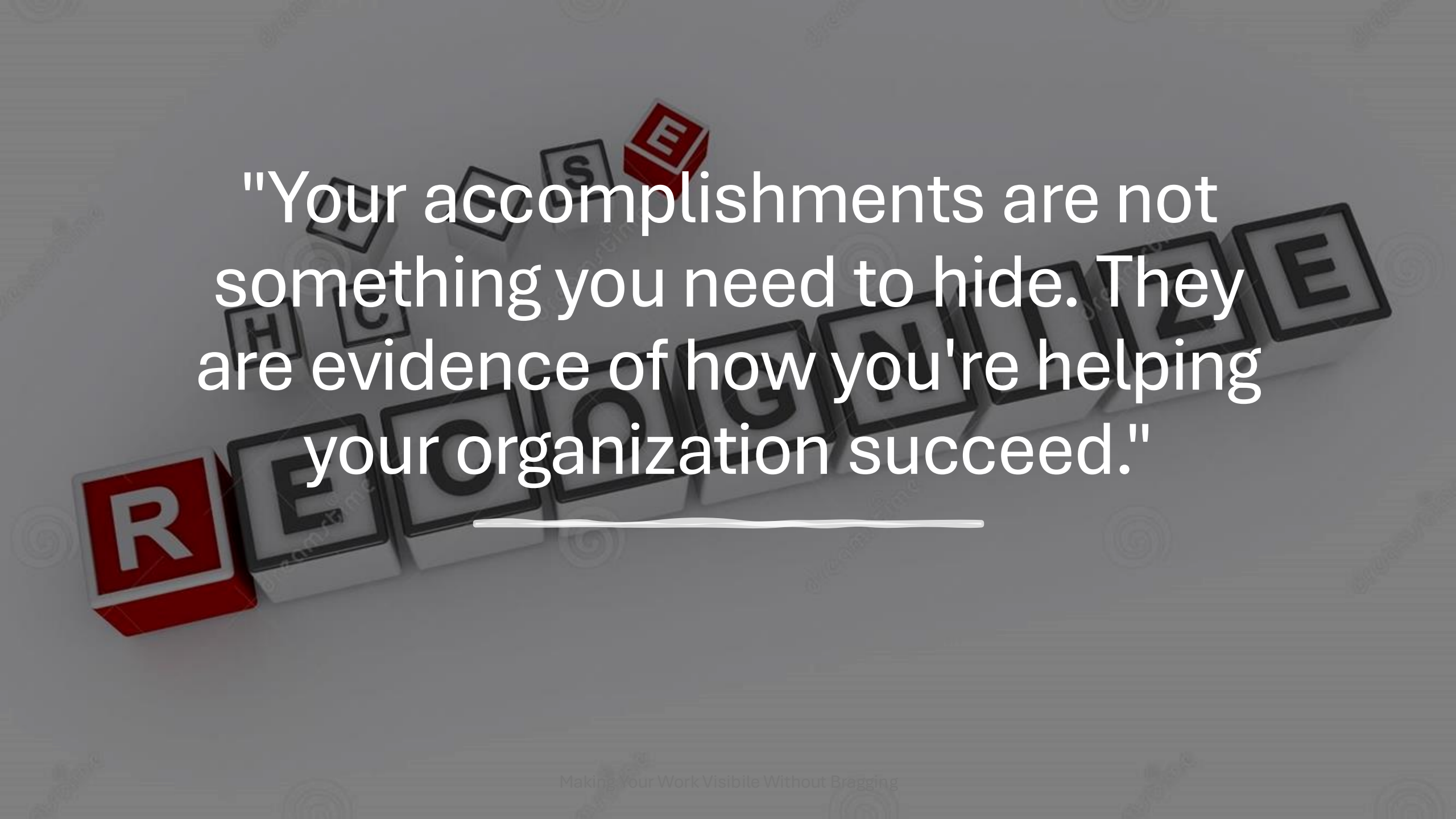
Focuses on contributions and
results

Provides useful information

Uses accurate evidence

Recognizes team contributions

Connects work to organizational
goals

The background features a collection of 3D letter blocks. A row of blocks in the foreground spells out the word 'RECOGNIZE' in a slightly curved path. Above it, another row of blocks spells out 'SUCCESS', also curved. The blocks are white with black outlines and some have red faces. The entire scene is set against a dark gray background with a subtle pattern of faint, repeating circular motifs.

"Your accomplishments are not something you need to hide. They are evidence of how you're helping your organization succeed."

A photograph of a turtle resting on a concrete curb. The turtle's shell is dark with yellowish-orange markings. The background is a blurred outdoor setting. The text "Hidden Cost of Hiding Your Accomplishments" is overlaid in a white, outlined font.

Hidden Cost of Hiding Your Accomplishments

Making Your Work Visible Without Bragging

The Cost to You

- Missed opportunities for career growth and advancement
- Less recognition for your skills and contributions
- Reduced professional visibility and influence
- Others may receive credit for work you contributed to
- Your capabilities and potential may be underestimated



The Cost to Your Organization

- Valuable successes and lessons learned go unshared
- Effective practices aren't replicated
- Leaders lack visibility into employee contributions
- Innovation and improvement opportunities are missed
- Employee talent and capabilities may be underutilized

A wooden Scrabble rack is positioned diagonally across the frame, containing the word 'HUMILITY' in capital letters. The tiles are light-colored wood with dark blue lettering. Several other tiles are scattered around the rack on a wooden surface, including 'A', 'L', 'B', 'C', 'S', 'E', 'R', and 'F'. The background is a warm, textured wooden surface.

Humility means having an accurate understanding of your abilities, not pretending your accomplishments don't exist

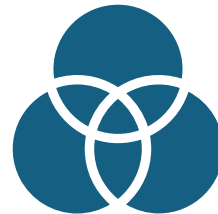
So How Do I
Not Brag?
(or be
perceived as
bragging)

Incorporating visibility
into existing work
practices rather than
creating a separate
self-promotion
campaign

Provide Meaningful Updates



Connect your accomplishments to team priorities and organizational goals.



Highlight problems solved, obstacles removed, and improvements achieved.



Communicate progress and results, not just activities and responsibilities.

Use one-on-one conversations strategically



Prepare 2–3 meaningful accomplishments before each conversation.



Discuss your contributions, lessons learned, and professional growth.



Ask for feedback, development opportunities, and increased responsibilities.

Share lessons learned and useful knowledge



HOST RETROSPECTIVES



PARTICIPATE IN
COMMUNITIES OF PRACTICE



Behavioral Shifts



Behavioral Shifts



Current Behavior	Desired Behavior
Assuming good work will be noticed	Intentionally communicating meaningful contributions
Describing tasks performed	Explaining outcomes and organizational value
Downplaying accomplishments	Acknowledging contributions accurately and confidently
Only documenting accomplishments before performance reviews	Maintaining an ongoing accomplishment log
Viewing visibility as self-promotion	Viewing visibility as a way to improve awareness, collaboration, and decision making

Three Habits That May Change Your Professional Visibility.

- Document
 - Spend five minutes weekly capturing accomplishments, contributions, and outcomes.
- Articulate
 - Practice describing what you accomplished, why it mattered, and who contributed.
- Communicate
 - Share meaningful contributions during existing meetings, project updates, and supervisor conversations.



What is one accomplishment you will stop keeping to yourself?



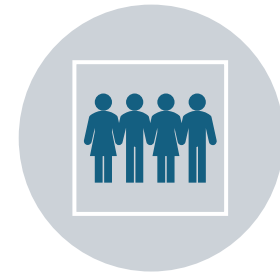
YOUR WORK HAS VALUE



YOUR CONTRIBUTIONS
DESERVED TO BE
UNDERSTOOD



YOUR IMPACT IS WORTH
COMMUNICATING



YOU CAN RECOGNIZE
OTHERS WITHOUT
MINIMIZING YOURSELF

Being humble doesn't require being invisible. You can do meaningful work, give others credit, and still communicate the value you bring.

Making Your Work Visible Without Bragging



Brian Wilson

Photographer | Speaker and Facilitator
| Change Catalyst | Project Manager| ...

