Twitter Thread by Sahil Bloom



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If you’re building your career…

Prioritize these core principles:

Build a Personal Board of Advisors

The concept of “mentorship” has become too formal.

Asking someone to be your mentor feels like a big commitment.

Instead, build a Personal Board of Advisors.

A diverse group of 5-10 people you can go to for questions, advice, or feedback.

Swallow the Frog for Your Boss

One of the single greatest hacks to getting ahead early in your career:

(1) Observe your boss
(2) Figure out what they hate doing
(3) Learn to do it
(4) Take it off their plate

It's a clear way to add value, put up a win, and build momentum.

Create a Decentralized Growth Tribe

Having a decentralized friend group to grow with is a real competitive advantage.

• Unconnected to other groups
• Different backgrounds
• Range of experience sets
• Novel perspectives

Call it your Growth Tribe. It’s a huge value unlock.

Learn to Sell

To be successful, you either need to learn how to build or you need to learn how to sell.

Most of us aren't technically-gifted—so just learn to sell.

The more you progress in any field, the more of your job becomes sales.

If you can sell, you'll always make it.

Avoid the Comparison Trap

Early in your career, it's tempting to compare yourself and your progress to those around you.

This person made X dollars last year. That person got Forbes 30 Under 30.

It's natural, but dangerous—learn to turn it off.

Focus on what you can control.

Prioritize Experience, Not Salary

A 10x better foundation-building experience compounds much more effectively than that extra $5K in salary.

You should be compensated fairly, but not all compensation is monetary.

Think long-term. Build the strongest foundation.

Own Your Mistakes

When you're starting out, you're going to suck at most things.

You're going to make mistakes—that's ok.

What's not ok:
• Not owning your mistakes
• Making the same mistake twice

When you screw up, own it.

Then build a system so it never happens again.

Get In "The Room"

In every company, there are certain rooms where the big stuff happens.

The negotiations, the decisions, the conflicts.

Identify them and find a way to be in there. Sit quietly, listen, and observe.

It'll be an insanely high leverage learning experience.

Build "T-Shaped" Knowledge

T-Shaped knowledge has breadth & depth.

Breadth allows you to be thoughtful and constructive across a range of areas—to contextualize broadly.

Depth allows you to be world-class in a specific area of expertise.

The most successful people have both.

Learn to Enjoy Being Wrong

The difference between moderately-successful people and extremely-successful people is that the latter legitimately enjoy being wrong.

They embrace new information that forces them to change their viewpoints.

Open mindsets rule the world.

Always Prioritize People

Everything in life comes down to people and relationships.

Cultivate deep relationships, but also learn to appreciate the power of weak ties.

You can go far in life by just being someone that people enjoy having around.

Say Yes to Everything

Your 20s are a time to say yes to *almost* everything.

Saying yes puts you into new and uncomfortable situations professionally.

These situations are where you learn, grow, and expand your luck surface area.

You'll become a magnet for new opportunities.

Work Hard, Then Smart

It's in vogue to say that working smart is all that matters.

I disagree.

If you want to accomplish anything, you have to work hard.

Early in your career, build a reputation for hard work. Take pride in it.

Then find ways to get leverage and work smart.

Find Your Zone of Genius

Your Zone of Genius is where your interests, passions and skills align.

Early in your career, your goal should be to identify it.

Once you do, you can stop playing *their* games and start playing *yours*.

Play games you're uniquely well-suited to win.

Build for the Job You Want

It's easy to optimize for the skills required today, but a lot of people do so at the expense of building the skills required for your future role.

The partner has a different skillset than the analyst.

Win in the present, but build for the future.

Adopt a Process Orientation

You'll never make it if the prize at the end is the only thing motivating you to move.

You've got to love the hunt.

Prioritize process, not outcomes.

Lay one brick each day—and lay each new brick 1% better than the last one.

Find Your Edge

The most successful are:
(1) Self-aware
(2) Strategic
(3) Ruthless

Self-aware to determine their unique edge relative to the world.

Strategic to set the table in a way that favors that edge.

Ruthless to exploit that edge.

Early in your career, find your edge.

Avoid the Multitasking Trap

Multitasking is fake productivity. You're just running around churning out a bunch of C+ work.

Instead, build a focused work habit.

Create an environment where you can get dialed in.

Learn to compartmentalize and focus on the one key task at hand.

Blend Deference & Confidence

Show deference to your bosses, but not at the expense of confidence.

Early career power dynamics are nuanced. Blending deference and confidence is how you manage them effectively.

If you've put in the work on something, stand up and say it.

Those are the core principles to prioritize as you're building your career.

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