

Art of Claiming **CREDIT**

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EXAMPLES

- How should you handle these situations?
- Is it okay to speak up right then and there?
- Or should you keep quiet?
- And how can you make sure that you get the credit you deserve in the future?

How to respond to credit stealers?

- Take time to calm down
 - But don't leave it too long
- Assess the severity of the situation
 - Could be unintentional
- Ask why
 - Use passive-aggressive strategy
- Remedy the situation
 - Set the record right
 - Find any opportunity to demonstrate your involvement
 - Find an ally
- When the problem doesn't go away
 - Talk to your boss or another manager
 - Try not come off as a complainer
 - Frame it to create a good working relationship
- Be proactive about preventing it next time
 - Allocate credits upfront in collaborative projects
 - Revisit the agreement after any changes
- Model good credit sharing
 - Be generous and intentional about sharing credit
 - Don't go overboard
 - Recognize those who truly deserve

It's not bragging if you can back it up.

Principles to Remember

Do:

- Give yourself time to calm down and assess the situation
- Be clear about your contributions whenever you get an opportunity
- Ask colleagues to mention your name when the idea or project comes up in conversation

Don't:

- Feel like you need to get credit for every single thing you do
- Presume that the person had malicious intentions — credit stealing is often an accident
- Make any accusations — instead ask the person questions to try to figure out why it happened

Policies to consider

- **Keep people honest**
- **Recognize those who recognize others**
- **Look out for and elevate the quiet performers**
 - **Identify and reward quieter heroes**
- **Remember: there is plenty of credit to go around**
- **Credit is indefinitely divisible**
 - **Don't give credit quickly → it loses its meaning**

THANKS

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