

URL: <https://stvp.stanford.edu/clips/what-does-greatness-look-like>

According to MasterClass founder and CEO David Rogier, the first five years of your career should be dedicated to figuring out what greatness looks like. He advises those starting their careers to prioritize learning over money or job title, and to use their first years in the workforce to understand what kinds of people they want to work with in the future.



## Transcript

- I think the first five or 10 years 00:00:05,990 of your life in your career, your job is to figure out what is greatness.. And what I mean by that is working with a bunch of different types of people, in a bunch of different fields and in areas, and figuring out this is what a great CFO looks like.. This is what a great CMO looks like.. This is great unit economics.. And the reason is in the beginning, at least for me, I didn't know what that looked like.. So in your first jobs, right, what I did was like if somebody thought the same way I did I assumed that was right, which is very egotistical.. As like months progress, you realize, hey there's somebody who's doing something that I wouldn't have done, but it logically makes sense.. Oh, that's kind of impressive.. Right? And you learn, oh, maybe that's what great looks like.. The third step is you meet somebody who does something that you don't understand or you don't agree with..

And it works really well.. And you're like, wait a second, maybe that's greatness.. And it takes that evolutions.. And why that's so helpful, is it helps you figure out who are the people that you want to work with because you now know what greatness, you know, feels like.. It helps you when you want to work with other people, when you hire other people.. But also gives you a sense when you're in a business that's doing very well, there's a lot of things that are intangibles that you want to understand, cause you're going to see that in your own life.. So that's, I think like my first piece of advice.. So much so that I would prioritize that over almost any other thing in your jobs.. I'd prioritize that over how much money they're gonna pay you.. I'd prioritize that over your job title..

In your first year of your life it's about learning, I mean, as much as you can in your jobs.. (upbeat music continues)..