

CareerNotes

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Career Strategies for 2003 — They May Not Be What You Think!

Have you noticed that most people lie low or even hide when times are tough? It seems to be human nature. People who have jobs tend to make themselves obscure. They stay below the radar. Maybe if they aren't noticed, they won't be laid off.

Managers, too, are more likely to avoid the people working for them. They don't have the range of rewards they used to have and end up demanding more work from fewer people. Finally, people who are unemployed tend to hole up at home, or do work around the house — paint rooms, make curtains, or build bookshelves.

Hiding when times are tough actually has the opposite effect. If you aren't noticed when you are working, you don't seem to be making a contribution and are more likely to be laid off, not less. The right approach is to go for

it, to ask for professional development, coaching, or a new assignment. Just be sure to remember the WIIFM (What's In It For Me) diagram in *Ask* on page 16, and don't ask for something your manager can't give you. Your manager is looking for ways to do more with less. If you can re-motivate yourself and offer your boss more productivity as well, you are the person who will be an obvious candidate for future promotions.

Managers, contrary to what you are feeling, *now* is the time for you to talk to your people. Yes, you haven't got the ability to give nice bonuses or raises, but it's even more important for you to be accessible now. Focusing on professional development for your people is a far better tactic. It will re-motivate them and you. It will improve productivity and doesn't have to increase your expenses. On-the-job coaching really

works! Just ask your people what they want to learn first.

It can be very draining to be out of work for a time. You feel you have used up all your contacts. You feel drained of energy, and you retreat. It's a human reaction, but it's the wrong one.

It's counterintuitive, but now is the time to become active in your professional organizations. Now is the time to invest in yourself, to take a course or class. Now is the time to contribute what you know to a nonprofit in need. It will revitalize your personal network and position yourself for the economic recovery.

The recovery is coming, just as the economic downturn came. Make sure you are prepared for it. Have a happy and successful 2003 from all of us at Career Strategies!

See over for our 2003 offerings!

Success Stories

The names and some facts about these clients have been changed to maintain confidentiality

"I Was So Miserable that I Asked for the Package."

"I really felt trapped. Lots of people I knew had been laid off. But my manager wouldn't consider putting me on the list. I'm too committed. The problem was I hated my job. I sat in front of the computer all day. That's just not me."

Scott's job was really getting to him. And all his friends were telling him he was lucky to have a job in this job market. Scott, however, understood that now was the time for him to act.

We worked with Scott to help him discover his core competencies. He also learned what frustrated him about his current job. Scott worked through the process of asking for what he wanted and needed. He made sure it met his manager's and his company's needs, too.

Today, Scott and his manager are putting together a development plan that will move Scott in a new direction and offer him new and different challenges on the job. When the economy changes, Scott will be positioned for the promotion he wants.

Dean Makes Himself the Obvious Candidate for the Job

Dean had his own small business. He did well selling his financial systems consulting services. Then, all of his consulting dried up as his clients downsized or went out of business. "I got pretty depressed. I knew I needed a regular job. But, if you've been in business for yourself for a while people are not sure you will fit in," Dean explained.

Dean's strategy was to target organizations he knew and who knew him from his consulting days. At one of his nonprofit clients, there was a great volunteer opportunity that enabled him to make friends all over the organization.

"Everybody knows me now here. I'm being treated as an insider. I'm the obvious candidate for the next job that comes along for someone with my skills."

"But that's not all this volunteer job is doing for me. It's keeping me working and learning. I'm out of the house. And I have something to talk about with other potential employers. I know this approach will lead to a real job."

Career Strategies Offerings for 2003

Competency-Related Consulting and Training

Customized Competency Models

For jobs and for organizations in transition. Know in detail what success looks like in your organization.

Interviewing Training

Make sure your people always hire the right person for the job!

Interviewing Guides

Great for posting on your intranet for everyone who hires. Contain sample questions and answers.

Performance Development Systems and Training

Make it simple for your managers to develop talent to meet your business needs.

New! Follow-up Coaching

All our workshops can include follow-up coaching sessions.

Career Coaching

Individual Coaching

Either self- or company-sponsored.
Call for a free introductory session.

On-Site Coaching

For individuals or small groups — at your site.

New! Free Check-Up Opportunity for You

Get a free one-hour career check-up for yourself when you refer someone who uses Career Strategies' services.

"Ask" Related Products and Services

The Book:

Ask... How to Get What You Want and Need at Work
Highly readable 100 pages of helpful advice and inspiring stories. Perfect for yourself and your associates. Available through Career Strategies or Amazon.com.

Workshop for Individuals:

How to Ask for What You Need... and Get "Yes" for an Answer. A half-day workshop for everyone who wants success and satisfaction at work.

Workshop for Managers:

Neither Doormat Nor Dragon: How to Be the Kind of Manager People Can Talk To. A half-day workshop for managers. Learn how to motivate and maximize performance.

New! One-Hour Counseling Session

Prepares you to ask for what you need at work.
Call for an appointment.

New! Ask On-Line Tools

Career-Strategies.com now has Ask performance support tools: success stories, self-assessment instruments, message board, and more. Check it out!

Speaking Engagements

Priscilla is a most sought after speaker and can address a topic of your choice for your professional group.

For more information, visit www.Career-Strategies.com

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