



## COMPASS CAREER NAVIGATOR January 2018

### NAVIGATOR'S OBSERVATIONS

Starting a New Year is exciting, and yet there are many good happenings and memories that you want to remember and of which you are proud. Plus, we learn valuable lessons each year, which helps us to grow in the future. What lessons have you learned in 2017? What accomplishments make you proud? Have you achieved efforts that have benefitted others? It should be one goal that we all aim to achieve in order to make each year better including being of value to others.

With each year, our world and our country face new challenges and gain new insight and lessons. Most generations have been able to improve the quality of life, though there are some areas that have become somewhat worse – depends on each person's perspective.

For instance, a majority of our society still does not take responsibility for the negative global climate situation -- the warming trends, pollutions, the decline in other environmental areas, etc. More weather disasters cause more devastation. Garbage abounds everywhere, and there are still those who allow dangerous elements into our land and water sources. Thoughts, feedback?

There is also the continuation of poor human behavior. It is hard to believe that our society is still dealing with a "power struggle" between men and women. Women used to be called the "weaker sex", but some women who do accomplish higher executive status have been swept up in a power surge and fall into the trap of letting that "power" to bring out the worst of

traits. Of course, many men have done the same, but this behavior and trend must stop.

Who hasn't seen people come out of the woodwork, dredging up bad experiences from deep in the past. Not that those who have been mistreated should keep these a secret, but how far back is reasonable? We need a more constructive process. Remember – no one is perfect, and though there are men who have been guilty of mistreatment, we all know that there are bound to be some women who can be just as demeaning or hurtful. Where will this end?

As mentioned earlier, we all need to look for ways to make things better for all. Let's use our intelligence to find creative ways to better our world and the treatment of all mankind.

Today our Charlotte Metro is considering possible changes in the future, i.e. the "sale of the Carolina Panthers". How will this affect our community, businesses, our economy, and the morale of our citizens? As companies have moved into our Metro and others consider a relocation, how will the sale of our Panthers impact the future?

Much of the current and recent developments in "uptown" can be connected with the Carolina Panthers. A question out there is "did the mistreatment of the individual(s) really justify the need to require the sale of the Panthers? Not knowing Mr. Richardson personally, it is not to say a mistreated individual shouldn't speak up, but should consequences affect the whole community? Are any accusations true, and if so, what reaction is fair for the action? How much of the media accounts are true?

## **NAVIGATOR'S OBSERVATION** (Cont.)

All are encouraged to keep an open mind and to always learn the "facts". Unfortunately, all those in the "public's eyes" are targets for all kinds of negative comments. Some are definitely due the criticism, but a portion take the blows though there may not be any factual backup. Let's all work for a more positive, fair community environment.

Compass Career Management Solutions has been requested to provide "**Behavioral Workforce Training**" due to inappropriate behavior among many workforces. If we can assist you with such matters, contact us **NOW!**

## **DESCRIBE YOUR FAVORITE LEADER**

When someone asks you to describe your most admired Leader, what personality traits, skills, and competencies make that Leader so valued? We have all had business leaders, who have been a pain in the neck, someone who was like a tyrant or drill sergeant or even one who hovered you like a hawk, watching for you to make a mistake. Such detailed task masters make your work life unbearable.

So what aspects and qualities did you value in other Leaders? What made those "good Leaders", ones who gave you confidence in them and you? What did you gain from your "good leaders"? Were any of the points listed below ones you valued? If so, why?

- Good Leaders are positive in their attitudes, are straight-forward in their expectations, and encouraging even in their constructive criticism. All of this strengthens your own self-confidence and esteem, allowing you to learn new skills to strengthen your abilities.
- Those leaders, who are open-minded to different ideas and suggestions, give you an opportunity to learn (if the idea doesn't work) while possibly finding other possibilities/options.
- Even when you make a mistake or screw up a project, a good leader finds a way to make it another learning

experience. This leader also won't embarrass you in front of other workers.

No doubt, you have other examples of what makes a "good leader". Such an individual is NOT a "Know-It-All", but is not afraid to let others see he/she is NOT perfect, but human.

One other important trait of a good Leader is one who provides and encourages training of employees in order to help them grow. Such training will also benefit the company. That demonstrates that Leader is wise.

## **EMPLOYERS, DO YOU KNOW HOW TO SUCCESSFULLY MANAGE A TRANSITION?**

Business Transitions happen more often than not, yet since they can develop quickly, a plan needs to be strategized ahead as how to handle this as smoothly and efficiently as possible. It is best to have an experienced, professional transition expert selected to avoid chaos, legal issues, and an emotional uprise.

There are multiple objectives that should be a priority of the company:

- Be very clear what your goal is for your organization. Keep all well informed.
- Determine what are your biggest concerns, i.e. legal entanglements, like suits, causing financial catastrophe, etc.
- Try to keep good order of the transition and avoid panic among or losing employees until all business has been completed. Be well organized.
- Avoid negative press due to the business transition and keep an open and positive image in the community.

**Compass Career Management Solutions** are experts *managing a transition carefully and strategically for best results*. Whether your transition affects five people or 50 or more, using *transition experts* like Compass Career Management can relieve your company of unnecessary stress and avoid legal issues. We have over 23 years' experience and have partnered with business leaders of an extensive list of industries. Our process is comprehensive as well as flexible. Contact us **NOW!**

## **IF RELEASED WITHOUT SUPPORT, WHAT WOULD YOU DO?**

It is unfortunate that many have been downsized or released without **Outplacement Support**. Even large companies who have the financial capabilities have been known to cut jobs and employees without any job search assistance. It may be due to a misunderstanding that with “low unemployment” that job candidates won’t have problems locating a job. Unfortunately, that is untrue. There may be some open positions, but chances are, those employees being released will be ones with experience and skills, where the open jobs are often entry-level jobs with very low wages.

Something that hasn’t changed in the job market is the existence of good paying jobs, and therefore, it makes the job market very competitive.

Some key points of an effective job search include:

- Be clear of your career goal and be able to relay that to others. Make sure you are explaining exactly what type of job you seek.
- The number one way to locate a good-fitting job is by “networking”. (In 1985 Bill Lewis, a telecommunications consultant, first coined the term “Networking”. Though many people still ask what that means, it was meant **to relay or describe connecting people in order to build a supportive business network.**)
- Be organized. Plan out what efforts you will do throughout each day of the week and make each day count! Planning your schedule will help you to be more focused and accomplish more.
- Make sure your resume clearly relays the kind of job you want and provide solid back-up as why you are qualified. All information **MUST** be accurate and honest.
- Always watch for different opportunities to meet other people. Seek out a variety of business and community

organizations. Be sure to develop a “Networking Card” that relays your career goal, your capabilities, as well as other priorities (i.e. preference of industry, location, etc.).

- After meeting valuable contacts and interviewers, be sure to send a “handwritten note” expressing your appreciation and relaying your interest in staying in touch.
- If your skills happen to be somewhat rusty or if it has been a long time since you have participated in a workshop or class to sharpen your skills, give serious consideration of signing up for one every 2-4 months. Keep your skills current!

Staying in touch with all those in your network, as well as adding new people often is extremely important to one’s success. *Don’t forget to include Social Media as part of your job search!*

One last thought: Should you be downsized, it never hurts to ask your employer to pay for some Outplacement Assistance. If receptive, share the name of Compass Career Management Solutions: **704-849-2500**.

## **CONSIDER EMPLOYEE SURVEYS AND PERFORMANCE MANAGEMENT TOOL**

With our bounty of a more diverse workforce, employers need to recognize the need to address their different needs and support. One very useful approach is to request an Employee Survey that can encourage employees to share their priorities (within reason, of course).

Those employees of different ages or cultural background or personalities will have different interests, goals, and capabilities. Therefore, using an HR firm, experienced with transitions, to design a strategic survey, allows employees to relay their preferences or goals. Employers can also find a program to strengthen employee engagement, which will increase productivity.

To take advantage of this momentum, give serious consideration of implementing a more current and productive “performance evaluation” – one that is web-based and encourages productive conversations.

## **ETHICS? DOES THIS STILL EXIST?**

Who wants to watch the news anymore? It seems almost all items mentioned have to do with VIOLENCE or CORRUPTION. For our country to be one of the World's Leaders, I scratch my head and wonder "how will all of today's events be relayed in the history books?"

Decades ago there seemed a clearer definition of who is an example of "good character" or "strong ethics", but who would you consider is an example TODAY? Who would your children, teens, or even you admire? Who is honest, responsible, of good character, and wise?

When my husband was going through his career transition, I saw him deal with people or business leaders, who broke rules, stole from their companies, exhibited very poor behavior, etc. Though I know there are many good employers and people in this world, our experience encouraged us to open our own business, as we believed in ourselves and were determined to offer good quality service to all.

As I meet many employers and executives, I am encouraged by the number of honest, hard working, and responsible that exists. Still, as we see in the media, that is not true of all business persons. **Parents are encouraged to talk to their children and teenagers about "work ethics"**. The question some young professionals ask, "what do I do if I see someone at work behaving unethically?" What would you tell your son or daughter? Do you want them to trust that person?

Employers, as you hire "young professionals", include a conversation about "ethics" as part of "On-Boarding" and what to do if they see someone behaving "questionably" or inappropriately. What would you want that young employee to do?

## **RETIREMENT: WHY WAIT TO EXIT?**

*So many employees cannot wait to retire, while others have various reasons for putting retirement off.* How about you? There are many who see going to work as giving them a "purpose for living". That is understandable if most co-workers are also BEST friends. And if

all the family has grown and moved on with their lives, the parents can find that "empty nest" quite LONELY. Still others are concerned about having enough money to cover living expenses.

On the other side of the coin, here are other thoughts:

- Even if you seem to have good health, aging comes with declining health.
- The fact is those mature employees will be challenged with slower response, their stamina weakens, and they can become injured more easily.
- In addition, if a mature worker is working in conjunction with other employees, it is possible that a misjudgment or losing one's grip, or not reacting in time could cause injury of other employees.
- If a seasoned employee is dealing with machinery, in the blink of an eye, a lapse of control or reaction can cause permanent bodily injury of that worker.

If employees are eligible for retirement but have concerns about this phase of life, Compass Career Mgmt can provide an "**Educational Retirement Workshop**". Our data is impartial and factual for important decision making.

**Compass Career Management Solution** would be pleased to be of support to your company. For more information, contact Robyn Crigger [rcrigger@compasscareer.com](mailto:rcrigger@compasscareer.com) or visit our website: [www.compasscareer.com](http://www.compasscareer.com).

**Compass Career Management Solution** has an extensive list of HR Transitional-Related Services to assist businesses become more SUCCESSFUL! Other services include:

Team Building                      Effective Communication  
Leadership Training              Workforce Behavior  
Strategic Planning Forums      Outplacement  
Supervisory/Mgmt Training      Educ. Retirement  
Performance Management/Perfomance Culture  
Customer Service Training      And Others

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This newsletter is published by Robyn Crigger of Compass Career Management Solutions.

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*Happy New Year!!!*