



*Independence Day*



**Compass Career Navigator**  
**July - August 2022**

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*Beach in August*

## **CURRENT ISSUES**

We are definitely in the "HEAT OF SUMMER"! To think that we have already hit 100 degrees in June makes you wonder what July and August will be like. Though prices on everything is escalating, our utilities will also be skyrocketing! People are complaining about the cost of gasoline, groceries, traveling, etc., but the list of rising costs will only get longer. Meanwhile, credit cards are being used now more than ever, while peoples' savings are declining. You would be wise to examine all your expenses & seek ways to cut costs (i.e. cell phone costs, internet charges, cable fees, utilities, etc.

More businesses are still closing, yet employers struggle to locate any decent employees to hire. It is confusing that businesses are closing, though finding good employees to hire has become harder than ever.

Meanwhile COVID continues to thrive, and the stress level intensifies. You would think that the public would become more caring and kind, yet more shootings continue. It makes us all wonder why. It is perplexing why people buy more guns and have shootings continue? Is it that people are so fearful, angry, agitated with others, reacting to the circumstances...? Some believe the electronic violent games have caused people (gamers) to become numb to the idea or reality of killing people. How does killing make things any better?

These shootings take place in malls, movie theaters, restaurants, schools, churches, etc. Is there no where that's safe? Hospitals are still

filled with COVID patients, as well as shooting victims, plus all hospital staff are taxed and exhausted. Many healthcare employees have chosen to leave their jobs in search of other positions. Even teachers are leaving their jobs, as well as bus drivers.

With so many looking for ways to escape the violence and COVID, the travel industry is slammed. All travel venues are in demand: airplanes, trains, ships, RVs, or cars. In fact, rental cars are becoming scarce and very expensive. There are so many traveling that there is a shortage of pilots and staff, causing cancelled flights.

Vaccinations have now become available for young children, though there are still many people who have refused or avoided vaccinations.

There are still many losing their jobs and homes, as well as becoming extremely low on finances, and have a lack of food, baby formula, or medications.

It is difficult to say when circumstances will turn around. However, now is a time of year when those with access to decent land can be growing healthy vegetables. By planting vegetables and providing some water, there is a chance to grow enough food, that could feed oneself and others. This is the height of growing season, and even with the hot temperatures, if able to water your plants, you could grow enough vegetables for yourself and your family. You can find small vegetable plants in hardware stores, Walmart, etc. read directions and let them grow. In time you can have your own vegetables. Take charge of your own future. What can you do to help yourself and create your future?

## CAREER OPTIONS TO CONSIDER

As businesses struggle, and some are forced to close their doors, each person should research and keep their career options open. Some considerations include:

- Identify what skills, education, training, and experiences you have where you could transition and benefit others.
- If additional training or education is needed in order for you to qualify for your targeted position, complete the required education & training and get some PT work until you are prepared to apply for your position of choice.
- Another career path could be to become “Self-Employed”. By selecting a business with which you have the capabilities, education, experience, and a strong interest, plus seek the needed financing to begin and manage the business. This could definitely be a good alternative.
- Another option could be selecting a partner for a new business. If unfamiliar with “business ownership”, you may also hire a Coach to help prepare you through the initial, critical steps (especially legal and accounting ones). (A Franchise is one form of business that could be feasible.)
- If you would prefer a more traditional business position but need help in creating an effective resume, it would be advantageous to hire a professional Career Coach to help target a business, and develop an effective resume.

Following this professional process, committing to identify a good-fitting career, preparing to learn and implement your knowledge, as well as focus your intelligence to be responsible and disciplined. This process will deepen your understanding and encourage you on the importance of investing in yourself.

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Too many Job Candidates look for a quick tip on how to “win a job interview” with a few magic words. But if you want to land a job with a credible company, it will take more than “magic words” or any fast talk. You will need to exhibit signs of an intelligent, well-educated and insightful person of integrity to convince a

business leader that you are committed and determined to follow your passion.

A Job Candidate also needs a professionally-written resume, which possesses not only a comprehensive and organized listing of your education, competencies, experiences, and other pertinent data, but references to relay your capabilities.

Therefore, all Job Candidates would be wise to gain the valuable assistance of a professional Career Coach, who can adequately position you for your best possible interview experience. A professional Coach can help you become more aware of your priorities, strengths, etc. Utilizing a professional and experienced Career Coach is well worth the investment for your future. **Are you worth it?**



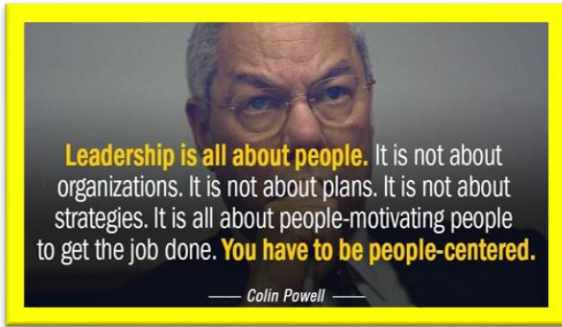
*Prepare for Your Competition*

## DO YOU HAVE WELL-TRAINED LEADERS?

There have been many employers to say “why **train** employees to be effective Leaders”, as then those employees will surely choose to leave their existing jobs and take positions elsewhere. However, if you do NOT provide Leadership Training, you will be left with mediocre or no employees.

Instead, you should make a point to inform your employees that you will provide “*Leadership Training*” to those employees, who demonstrate a positive attitude, are assertive, and will agree to sign to stay with you (current employer) for at least one year after completing the *Leadership Training*. In addition, you/the employer will offer an increase in salary at the end of that following year IF you use your training to improve your skills, plus agree to stay at least one more year. Employees usually rank “Continued Training” as a top benefit. Most employees also recognize a strong relationship with their employer as being of special value. In addition, those employees often become **extraordinary leaders**.

## WHO IS PREPARED TO MANAGE YOUR BUSINESS IN YOUR ABSENCE?



*Who is Trained, Qualified & Effective?*

You may not like to think of such events, but IF something happened suddenly and unexpectedly, WHO would you expect and want to take care of your business on your behalf without hesitation? Do you have an executive who you believe to be well trained and capable making big decisions? Who would you TRUST? It is extremely wise and crucial to have a plan to have a designated executive, who is trained and prepared to manage your business should the unexpected absence of you occur. Don't wait until an emergency arises. That could lead to a nightmare experience.

If you think that this won't happen to you, don't be foolish, but rather be proactive and not full of regret. More times than not, an owner may suddenly become ill, or in a serious accident, or delayed for an extended time, etc. Even if your spouse is your business partner, if you are incapacitated, your spouse will likely want to be with you – not at the office.

Therefore, the person you need to handle your business should be thoroughly trained to make wise and appropriate decisions or know what resources would be reliable and credible for specific needs. It would only take one bad decision to cost you all of your investment.

The training needed for your temporary replacement should be a combination of "professional leadership training" along with some specific directions by you, especially items that are extremely confidential and maybe in need of some legal paperwork to protect you, your family and business.

The Leadership Training in this case would be for the lead executive, who could find themselves needing to possibly make serious or big decisions. Therefore, this Executive Leadership Training would be designed along with you, the owner, to include all potential areas of business. It would probably be wise to have the business attorney to review the list of topics in case there are items missed or questionable. Therefore, consider **Compass Career Management Solutions** to be a resource.



*Traits & Qualities of a Leader*

## A VALUE OF A NETWORK OF RESOURCEFUL PROFESSIONALS

Most professionals have a professional organization, to whom they turn as a venue to keep informed or current in their area of expertise. However, though this type of organization is very useful, and most professionals realize that they need to keep current, there are many times when a professional is seeking *credible information* on issues and concerns that are a matter of urgency for their business or industry during current times. In such cases that professional would rather not expose their company business with the public. Therefore, what many are seeking is a smaller professional organization, who can assure **confidential** exchanges.

Ideally, you may find it helpful to locate professionals, who you value their experience or industry, and who is willing to be included in such a professional format.

The benefit of meeting with business associates in the same industry/area and have good work experience is that they are apt to have valuable information and access to effective resources. It is also critical to each professional that there exists a "real trust" amidst the participants.

No resource or venue is perfect. It is important to use this network to review the facts, listen carefully to others, sorting through the data,



## THE VALUE OF NETWORKING (Cont.)



*Gathering of Experienced Colleagues*

allowing each person to decide what is best for their own company, while being mutually respectful to each other and be sure not to offend but support each other. Keep an open mind to ideas and suggestions.

## WHAT IS COSTING BUSINESSES THE MOST, & HOW TO BETTER MANAGE THIS

Employers have believed that if they provide “training” for their employees, employees are likely to leave a job after *they are trained*. HOWEVER, the rebuttal has a worse consequence: “if you **don’t** provide effective training, think about the employees who **STAY**”!! Then you would have poorly-trained employees = **loss of business\$\$\$\$!**

*The Lack of Training will cause decreased production, poor quality products, unsatisfied customers and the loss of customers.*

What kinds of training are NEEDED and WORTHWHILE? Have you been to businesses where the “customer service” has been horrible? Would you go back? **NO**? Have you spoken to a salesperson who is “incompetent”? POOR COMMUNICATION is a **huge problem**. Customers refuse to go back.

The majority of employees believe if their employer REALLY values them, the employer would provide professional training and develop the employees representing their company. Sadly, this topic is seldom openly discussed.



*Small Group Training Session*

Give your workforce a chance to *help build a stronger organization by improving communication, providing beneficial **Training Sessions**, resulting in a more productive, successful organization.*

## HR, THE COMPASS FOR BUSINESSES

*HR provides the Foundation for Training & Development that Enables a Business to Succeed*



Human Resources Professionals have a big responsibility to make sure businesses adhere to all legal requirements, follow proper hiring guidelines and use an On-Boarding Process so employees are prepared to do their jobs and be respectful of their co-workers.

The global pandemic has destroyed the enthusiasm and reduced the confidence in their Leaders. There is no way to know what the future will hold, and it is uncertain which businesses will survive. Most HR Professionals know that **Compass Career Management Solutions** is a credible and competent resource! BUT it’s NEVER too late to request help!

## WEAK AREAS IN BUSINESSES TODAY: HOW COMPASS CAREER CAN HELP?

Though there are many employers needing employees, those candidates need to be qualified, and some may need to be trained. There needs to be some “give and take”. An employer needs to be able to make some profit in order for a business to survive. The employee must be responsible and perform well and receive a fair wage while working in a safe work environment. Both sides will benefit, when there is **mutual respect**. Here are training programs that help: **A) Effective Communication, B) Workforce Behavior, C) Leadership, D) Strategic Planning, & E) Customer Service**. All of the programs will dramatically improve a business’ **Bottom Line**. Contact:

[www.compasscareer.com](http://www.compasscareer.com); 740-849-2500



*“The Winds of Change Bring Opportunity!”*