



Flag Day



Compass Career Navigator
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Graduation Day

ISSUES ON YOUR MIND

One topic, MANY have been strongly pointed out and emphasized deals with the matter of a frustration which the younger generation has towards the older crowd. However, the “thorn” in the side seems to be that “the younger generation doesn’t like the elders dictating what is expected of them.” Each generation has always wanted to separate themselves from their parents’ generation. Still, the characteristics **expected of a “good leader”** for decades have been those traits presented by the elders. Repeatedly, the elders have had this reliance before.

There was a time when the younger generation was taught to be respectful of the elder generation, a sincere gesture, thanking them not “for show” but a *real form of respect* for all that the elders had done for others. After all it was the sacrifices and efforts that they had done for others that paved the way for the current generation.

Now, however, the younger generation have expressed frustration towards their elders. Not only do they want the older generation to retire to make way for the younger adults, but they don’t even try to understand that many of these older employees do not believe they can afford to retire.

Thinking back to my 20’s, 30’s and 40’s, I may not have understood what the more mature adults thought or experienced, but I don’t believe I ever spoke as coldly and insensitively as the younger people have in recent times. We need to take time to appreciate the many things we could learn from our elders, and gain much more wisdom.

Furthermore, the other big concern, that exists in our area, as well as across our United States, is the increase and continuance of the extreme violence. As of May 27, 2021 there has been **232 Mass Shootings** in the United States!!! This

goes beyond any streets, county lines, and state borders. The violence that continues to escalate has no boundaries – i.e. ages of victims, races affected, or nationalities. The pain and suffering touches everyone. Often the victims are total strangers, with some who happen to be in the wrong place at the wrong time. Totally senseless deaths!! There are people who believe that *guns are the problem*. But if we stop selling guns, that will NOT stop the problem. When people become upset or angry, clear thinking disappears and violence erupts; how do we “stop the violence”?!



Anger Leads to Violence

As an Employer, you are encouraged to consider providing “Workplace Behavior Forums”, especially if you see tempers escalate or bullying, or other poor behavior towards others. By teaching how to manage/address the emotions, there is a chance the violence can be controlled.

The killing of any lives is a tragedy. How do we stop the violence and the anger? A “**Workplace Behavior Forum**” discusses alternatives, as well as taking responsibilities for our actions.



Statue of Liberty

WHAT ARE CONCERNS PLAGUING THOSE RETURNING TO THE WORKPLACE?

When employees were asked to work from home, some initial concerns included how distracting it would be, especially if there were children or pets at home, or how hard would it be to stay organized, or having all the technology in place, or what if there were technological problems, etc.? However, over time all of these issues were tackled and resolved.

But now that most employees have managed to become acclimated to this routine, returning to the office or workplace is causing similar concerns. Many are experiencing substantial stress and tension as they try to prepare for reversing this arrangement. Driving into town, to search for parking and fighting over the many bad drivers, dealing with traffic jams and construction, etc. that brings back those stressful days of the past.

In addition, when working from home, you are relieved of the challenges of crowded workspaces, dealing with difficult personalities and dispositions, which can increase your stress, raise your blood pressure and deteriorate your "mental health". Then there is the return to a more professional office attire, and the cost of updating your wardrobe.

Of course, there is the increase cost of gasoline to drive to work, and that cost has increased and is still fluctuating. With your car being used less, you have probably saved money on its wear and tear. This will be another increase in expenses.

While working from home, you have saved money eating from home. As you can see, this return to the workplace will definitely increase your expenses and stress. It would seem wise to have an open exchange with your supervisor and share at least some of these thoughts and considerations to make them aware of your observations. Help them to understand your concerns.



Challenges in the Workplace

IS IT SO UNREASONABLE TO EXPECT POSITIVE TRAITS OF EMPLOYEES WHO HOLD PROFESSIONAL POSITIONS?



Image of Professional Leader

Some of the 20 and 30-year olds do not agree with 40, 50, and 60-year olds when it comes to the appropriate personality traits, behavior and mindsets of business persons. The 40-60+ year olds prefer management and supervisory staff to be well organized, dependable, accountable, and responsible people. Too many of the 20-30+ year olds are ones, who fly by the "seat of their pants", and aren't organized or structured. When working on an expensive project, the younger staff don't grasp the importance of a strategic plan. That is irresponsible and can cost the company a lot of money, or even cause the business to close.

The younger employees may be creative and risk takers, but when it comes to the survival of a business, there needs to be solid research, the exploration of dependable resources, and using experienced and expert skilled workers. It is ok to use new, inexperienced workers on simple, basic work projects, but if there is much intricate work or the need for thorough measuring and calculating, the dependable and experienced workers are the best for the tasks. They take less chances and understand how critical it is NOT to put others at risk.

Clearly, there are many young workers with a lot of talent, but it is important to note that those more experienced employees are more cautious, which helps them to have better insight, which is valued by companies. The employer must provide employees with continued training. We each must be very careful and disciplined. **This makes a difference.**

WHAT DRAWS BUSINESSES TO MOVE TO THE CHARLOTTE METRO & NC

For several decades companies have been attracted to the Charlotte Metro, as well as North Carolina. Businesses like many positive aspects including:

- Our state is on the eastern coast of the U.S., which has easy access to international air transportation, as well as sea shipping.
- NC also has access to trains and trucks for shipping cargo.
- Includes a nice change of seasons without the extremes.
- Cost of living is fairly reasonable.
- NC is a state that includes mountains, beaches, and the Piedmont area between the two. A nice mix of terrain & temperatures, over a relatively short distance.
- In addition, there is great production of fruits, lots of produce and other vegetation, and the ocean full of seafood.
- North Carolina has mountains with snow skiing, and our oceans have sail boating and water skiing. Some areas along the coast also have educational venues about the ocean & its creatures.
- The state's colleges also provide a large number of college-educated students, as well as many technical graduates for employers seeking skilled labor
- NC also has lower taxes.
- With multiple higher education institutions available across NC, *Employers are encouraged to provide coaching and training* to heighten an employee's full potential. All employees should take advantage of any continued training.
- There are also numerous technical and skilled-labor organizations.

Companies are wise to check out all the opportunities in this state of North Carolina.

THE CONTINUING INCREASE OF VIOLENCE AND MASS KILLINGS – WHY?

As of Wednesday, May 26, San Jose, CA has experienced another “mass killings”, which makes this the **232nd** Mass Killings in the United States in 2021. This is unbelievably a devastating time for our nation. At this time, there has been so many to have lost their lives, and this doesn't even include the extensive number of people who have died due to COVID. Though there has been so many to die, it is hard to imagine might die. We must find a way to bring more peace.

The number of mass killings has blown us all away. Shootings in schools are very upsetting. No matter what the work setting is, it seems very wise to discuss and train employees about what to do if shootings breakout. The police also need to have access to your business' floor plan. Consider these priority steps. People are being shot in their homes, at work, and even in our cars on highways. What exactly is causing individuals to shoot innocent victims?

Though some say there needs to be fewer guns sold, people also have the right to protect themselves and their families. If anyone would try to harm your family, don't we have the right to protect ourselves?

This brings up another important issue of protection – we NEED our POLICE appropriately trained to deal with those dangerous villains in our neighborhoods. The one critical recommendation is to **provide the police with strategic, wise training** to be prepared for necessary and extreme tactics. When possible, avoid using deadly weapons.

Though most employers are surely aware, it is their responsibility to keep a safe work environment for their employees. This should include dependable locks, changing locks once employees are released, install security systems, have the police to confirm all safety precautions, etc. We can offer reliable security vendors. www.compasscareer.com
Employers are responsible for a safe work environment!

**RECRUITING REQUIRES BEING INNOVATIVE,
PERSISTENT + PERCEPTIVE**



Recruiting, Interviewing Needs to be Strategic

Practically all employers have a MAJOR NEED FOR EMPLOYEES NOW!!! With the government providing the unemployed with a very ample unemployment allowance, a LARGE number of the unemployed believe they are better off not working now. And with the new minimum wage, it makes it hard for employers to compete or make a profit. This explains why it is becoming VERY hard for employers to locate qualified employees to hire. If an employer needs employees, those who are “unemployed” choose to stay unemployed, though they may lack self-pride.

Those with “talent” may want “professional positions,.” but they must take and pass classes to earn a higher rate of pay, and good benefits.

If you are seeking dependable and qualified candidates, you need to have a strategic recruiting process, and be prepared to pay a higher rate of salary, though candidates also need to have good experience, strong education and training to be hired credible employees. Be sure to relay “those facts” and to mention an offer of specific development opportunities. Some industries/firms, who have been thriving in our area, include *the sports industries*, an increase of *higher education institutions*, financial firms, *technical businesses*, multiple cultural and entertainment venues, *manufacturing firms*, healthcare, *retirement communities*, etc.

If your organization needs help to recruit, let us know. Many industries could be successful with strategic, effective management and given appropriate directions. The basis for a successful process would take tactical & innovative marketing, using quality business processes, be reputable and accountable, and good customer services, etc. As you experience other Changes, our firm’s professional, transitional services can be a resource to employers and their workforces, helping more people to move forward. We provide **strategic coaching and training**.

**LEARNING CRITICAL STEPS IN STRATEGIC
RESEARCH AND PLANNING**



As our economic landscape and community development changes, it is wise for us to become informed of what industries, products, utilities, and development will be changing in our near future.

We need to accomplish this to avoid falling behind economically. We need to research, gather data, and contact experts in specific fields in order to do our best for our communities. All communities have organizations, who gather specific developmental information and collaborate with local partners. Research is also needed to identify what materials and processes will benefit an area the size of our community or larger.

Each community has specific organizations or corporations, who are more helpful in providing knowledge, skills, and expertise to invest/develop the best ways to grow our region to be healthier.

Any business or organization can choose to be more proactive and learn how to create more advantageously and collaborate with others for a better future. No one person can contribute to the common good as a gathering of responsible, conscientious citizens. Together more can be accomplished. A focused group effort is more likely to learn and benefit your fellow citizens. This could be a most valuable investment.

Consider how you might plan and help.

Robyn Crigger, CEO of Compass Career Mgmt Solutions, values supporting our HR Professionals, as well as Business Owners and Leaders. We encourage all responsible and accountable business professionals to share and exchange ideas and resources. We are here to be of assistance to you and your organizations. Contact Robyn at 704-849-2500 or email: rcrigger@compasscareer.com.

Compass Career Management Solutions are *human-resources professionals*, with expertise in “business and career transitions”; human resource-related services including Outplacement, Leadership Coaching, Performance Mgmt, Workplace Behavioral Forums, Strategic Planning, etc. Visit: www.compasscareer.com; Call: 704-849-2500.



“The Winds of Change Bring Opportunity!”