



Happy Mother's Day



Compass Career Navigator
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Memorial Day

TOP ISSUES THAT CONTINUE

For anyone who thought 2020 was a rough year with COVID 19, 2021 is proving to be another challenging year with COVID continuing, and more concerns about violence and sensitive racial concerns.

The fact is the majority of us really don't want to see anyone killed or harmed, however, there are those who do not respect or appreciate the value of life. Nor do they seem to believe that they are to be accountable for any trouble or tragedy they may cause.

Sadly enough, quite a few minority individuals have been known to kill or seriously injure their own race, as well as others. Why is that?

Beyond these points, violence is on the increase across the board, with more being killed every year. The question being, "why is violence and killing increasing?" Some say it has been influenced by the extreme video games and movies.

On the other hand, many believe that COVID has caused the increase in the past 15+ months, compounded by everyone required to stay in their homes and in close quarters. So much "togetherness" may actually trigger families to become on edge by being in such close proximity for such a long period of time.

Now as the weather finally becomes more mild and pleasant, more people can cautiously get outdoors to walk, bike, play ball, etc. Still, everyone needs to wear masks and social distance from each other. It is also imperative to get your vaccine, as this will benefit our fellow citizens. Though some are still refusing to receive

their COVID vaccines, ALL are encouraged to take advantage of this medication to help reduce the thousands and thousands of people from dying from COVID. Everyone should utilize all forms of proactive safeguards, including masks, sanitizers, washing with hot water and soap, and the vaccine. Each of us should do what we can to reduce the number of COVID deaths.

It is important to also note that Asians have lately been made a target of hatred. HATE is a terrible weapon. No one person is better than another. It is up to ALL OF US to bring more peace to our world. The killing of any lives is a tragedy. How do we stop all the killing and the anger?

Please encourage others to be kind to one another. This is true in our neighborhoods and workplaces. Freedom and Peace is meant for us all in America.



Liberty Bell of Freedom

MOTHER'S DAY – A SPECIAL HOLIDAY TO BE REMEMBERED EACH YEAR

Though most of us are blessed to have a mother to love us, care for us, and protect us, there are MANY who do not have such a blessing. This is a hard topic to mention or discuss, but it is a fact that too many children do not know what it is like to have a "loving mother". Of course, a father is a blessing, too, yet there are many without a "father". Either way, the void is a tragedy.

MOTHER'S DAY – A SPECIAL HOLIDAY TO REMEMBER EACH YEAR (Continued)

This is a day that means so very much to many of us. There are some women who have lost a baby at or before birth, or experiencing the pain of losing an adult son, who was a loving, intelligent, young man -- the loss feels like a life stolen. For all of these mothers, Mother's Day can be a reminder of that loss, and yet like so many things in our lives, we clearly have no control of many of life's events – **but a mother's love never ends.**

Having children is one of life's blessings, though it is a HUGE responsibility. Children going into adolescent years and on into teenage years often think they "*know it all*" and are wiser than their parents. A parent's life can be challenging. Employers would be wise to remember this and be supportive of your "working mothers".

Please do NOT take this holiday lightly, as the gift of a child is surely one of the most precious treasures for any of us. The birth of a child is a "miracle". **A *working mother/parent is respected for their commitment.***

Grandmothers are such very loving, caring persons on Earth. I believe that I was one of the lucky people on Earth to be so blessed with "my grandmother". A parent (mother or father) is responsible to teach a child to behave, and raise them to work hard, be honest and obedient, but a "grandparent" often has some flexibility to take care of a child and maybe spoil them a little.

All are encouraged to love and respect their mothers, as well as their grandmothers. These are special people, who need to be cherished, respected, and revered. Be sure to make "Mothers' Day" a time to share your thanks and praise for all that they do for their families.

HAPPY MOTHER'S DAY!



A Mother's Love

DO YOU BELIEVE THAT MENTAL HEALTH IS A GROWING CONCERN?

What is "mental health"? When people talk about having "good health", they are usually referring to their physical health, especially these days with COVID lurking about all around the world. However, mental health refers to a person's mental state of mind. Your body may be breathing well, feeling alert, able to eat normally, lacks headaches or nausea, as well as able to communicate with others and have good vision. Still, there is another health perspective that many do not discuss much.

Even with your heart pumping blood through your body as it should, your blood is also pumping to your brain and your thought process seems fine. Still, other brain activity that indicates symptoms of other brain issues can include depression, trouble sleeping, feelings of anxiousness, as well as confusion, have "blackouts", etc. If you or someone you know exhibits such symptoms, this could be a sign of declining "mental health".

Poor Mental Health can also exhibit feelings of panic and considering suicide. With the onset of COVID, there have been a mounting of these frustrating emotions. For this reason, family members, employers, and co-workers are encouraged to watch out for any of these symptoms. Some people will make a joke about their stress or make a light passing about dealing with these tough times. However, as a person continues "joking" or talking about the overwhelming tension, tactfully let them know that you care about them, and that their comments are causing you concern.

COVID has proven to be no laughing matter. Therefore, each of us must take the mental health concerns very seriously. Employers may want to consider having occasional small group forums about this concern. It would be extremely wise to have a doctor or healthcare rep to meet with a small group of employees and discuss "stress" and the importance of "good mental health".



EMPLOYEES FEEL MORE ANXIOUS ABOUT RETURNING TO WORK



Work at Home



Return to Office

Like the emotions of an oncoming hurricane, more employees, who have been working from home for well over a year, are definitely experiencing anxiety about returning to the workplace. We still must all be careful.

Though many have now become MORE at ease with working from home – even with their children at home, the shift back to the office has many feeling like a “tidal wave” is about to hit them. However, there is some question about whether men are feeling this as strongly as women. Some say it is not the same. Have you/the employer been able to discuss this with your employees? If so, what responses do you hear from the men versus the women? *Are there different points of view? What are people really feeling?*

Do employees feel at a higher risk by working in the office or workplace? The employer should encourage employees to social distance and to wear face masks. Wouldn't that help employees to believe they are safe?

There should be lots of tracking of statistics before the data is gathered and reports are shared re: COVID. Confirming all data and double-checking results should prove to determine “the REAL facts and conclusions”.

*As long as employees are taking all health and safety precautions, most should be ok. Worksites must be clean to keep bacteria down, wiping off surfaces and items handled by all persons, and washing hands with hot water and soap. It is critical to take every precaution. We each must be very careful and disciplined. **We make a difference.***

EMPLOYER, HOW CAN YOU HELP EMPLOYEES TO SUCCEED AT THEIR JOB

Though many employees are looking for a good job, most have specific priorities that they seek in an employer. No company or employer is perfect, nor are employees, yet there are usually specific areas of business or work practices within a job, or traits that rank high with employees.

When coaching potential employees, a candidate should consider what aspects or important factors are a priority to themselves. Here are a few to consider and review the value of them in your working relationship.

- To have an employer with high integrity and strong ethics.
- For the employer to be supportive and invest in employees' career development.
- To receive excellent “Onboarding” and be given clear expectations.
- To be offered a credible, effective “Mentor” or “Coach” in order to learn how to succeed well in the position.

By building a strong and healthy working relationship, both the employer and workforce should benefit from respectful exchanges. In fact, it would be wise and encouraged for both to make an effort to schedule regular bouts of feedback. It is a “WIN-WIN” for both.

WITH CHANGES MULTIPLYING, WHAT INDUSTRIES SEEM MORE PROMISING?

Since COVID first arrived on our radar, there have been numerous changes and unexpected events. This includes an increase in people moving into the Charlotte area, as well as businesses relocating here & some to move into our “Southend”. (One of the first was Krispy Kreme!) Having businesses to move to the Southend and other areas has brought the need and development for more housing, schools, hospitals, etc. The Charlotte area has been a draw for quite some time. More people have understandingly been moving here for many

WITH CHANGES MULTIPLYING, WHAT INDUSTRIES ARE MORE PROMISING?

years, and with reason. Charlotte is a clean, very attractive, friendly community, with lots of growth and development. Sadly, many businesses have been forced to close since COVID arrived. Other venues have been thriving in our area, including, *the sports industries*, and there has been an increase of *higher education institutions*, financial firms, *technical businesses*, multiple cultural and entertainment venues, *manufacturing firms*, healthcare, *retirement communities*, etc.

Many industries could be successful with strategic, effective management and given appropriate directions. The basis for this would take strategic, innovative marketing, using quality business processes, be reputable and accountable, good customer services, etc. As other Changes occur, our firm's professional, transitional services can be a resource to employers and their workforces to help more people to move forward. We provide **strategic** coaching.



With Changes, Ask Your Employer for Outplacement

LEARNING CRITICAL STEPS IN STRATEGIC RESEARCH AND PLANNING

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

In order to accomplish this, it will take lots of research, gathering of data, and contacting experts in specific fields in order to get a fair handle on what changes will be taking place. All communities have organizations, who gather more aggressive developmental information and share this across their region to determine what are the best ways to utilize a more advantageous process that could benefit a larger area.

Within each community there are specific organizations or corporations, who can be more helpful in attributing their knowledge, skills, and expertise to protect and invest in the best ways to aid their region in growing to be healthier.

Any business or organization can choose to be more proactive and learn how to think more strategically and collaborate with others for the betterment of our 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 help.

BE SURE TO REMEMBER MEMORIAL DAY



Robyn Crigger, CEO of Compass Career Management Solutions, values supporting our HR Professionals, as well as Business Owners and Leaders. We encourage all responsible and accountable business professionals to be willing to share and exchange ideas and resources to improve our area. 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*, whose expertise involves "business and career transitional scenarios"; plus human resource-related services including Outplacement, Leadership Coaching, Performance Management, Workplace Behavioral Forums, Strategic Planning, etc. Visit our website: www.compasscareer.com; 704-849-2500.



"The Winds of Change Bring Opportunity!"