



Mother's Day



**Compass Career Navigator
May - June 2022**

www.compasscareer.com



Happy Graduation

CURRENT ISSUES

Have you gotten to the point that you don't want to turn on the news on TV? We can't seem to get over one hurdle without a new one (or two) starting. Do you remember what the big issue was before COVID? There had been smaller challenges that popped up here and there. Most since have been hurdles indirectly related to COVID.

In the past 2+ years, there were numerous ocean cargo ships stuck close to their ports and yet unable to dock and unload their cargo. Likewise, large semi-trucks were near the docks waiting to receive those cargos to take to their customers. (This problem still exists.)

Then the public schools ran into problems trying to manage a classroom, following the rules for COVID, while other teachers began leaving. Still, teachers worked hard to become efficient with virtual classes and dealt with the mixed emotions about wearing masks.

With the addition of COVID variants, the pandemic continued. So many families have lost family members to COVID. The majority cannot urge others enough to get vaccinated.

It should be said that not all of our problems have been about COVID. There is the growing concern for escalating violence in our cities, and **no one** is exempt from this. The police can do only so much. *Our society needs to look deep within ourselves to understand what to do.* There are all kinds of "excuses or reasons", but we each need to look at what is happening and

take the necessary steps to resolve problems without blaming others. That is a wasted effort.

Another concern is how to address those who have lost their homes, jobs, and ability to cover normal expenses (food, heat, etc.). Even with "Hiring Here" signs all around, not everyone is qualified. One might ask if there are such things as "on-the-job training"? Chances are there are many who would be willing and appreciative to be trained to do other skills. Perhaps some could be offered meals or groceries while being "trained". (Alternatives?)

This is a time to be creative and open to providing opportunities for mutual benefits. There are also organizations who can offer clean clothes. With the different needs that exist, see what you might do to help others in one way or another.

SOLID ADVICE FOR COLLEGE GRADS & JOB CANDIDATES

Whether you are a college graduate or a person in a career transition, there are several things to know about the "Job Market and Preparing Yourself to exhibit confidence and be selected to be interviewed in order to be hired.

Learning this kind of preparation and skills requires commitment and focus in order to convey being responsible and capable. To seriously learn this process will deepen your understanding and encourage you to realize it is important to invest in yourself. (www.compasscareer.com)

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

SOLID ADVICE FOR COLLEGE GRADS & JOB CANDIDATES (Continued)

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 have the commitment and knowledge to share.

A Job Candidate also needs a professionally-written resume, which possesses not only a comprehensive and organized display of your education, competencies, outside exposure, 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

WHO IS PREPARED TO HANDLE 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 completely? It is extremely wise and crucial to have a plan to have a specific 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 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 quick decision to cost you and your business 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

THE VALUE OF A NETWORK OF RESOURCEFUL PROFESSIONALS

Most professionals have a professional organization, which they turn to 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.



Gathering of Experienced Colleagues

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, listening carefully to others, sorting through the data, 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. Check with **Compass Career Management Solutions**.

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 kind of training are NEEDED and WORTHWHILE? Have you been to businesses where the “customer service” has been horrible? And do you plan to go back? **NO!!!** Or have you spoken to a salesperson who is clearly “incompetent”? POOR COMMUNICATION is another **huge problem** for companies. Customers won’t go back; it is easier to go elsewhere.

The majority of employees believe if their employer REALLY values them, the employer would provide professional training and grow the employees as representatives of their company. Sadly, this topic is seldom openly and honestly 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 has 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, which has dampened 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! It’s NEVER too late to request help!

MOTHER'S DAY: A DAY OF RESPECT



Ann Jarvis

In 1858 a woman from West Virginia, who had 13 children of her own, taught Sunday School lessons, and organized “**Mothers’ Day Work Clubs**” to address unsanitary living conditions and teach young mothers how to safely care for their children. During the Civil War with West Virginia being a bordering state of the North and South, Anne Reeves Jarvis organized “women’s brigades”, encouraging women to be helpful without regard for the side their men had supported.

After the war (1868), she proposed a “Mothers’ Friendship Day” to promote peace between former Union and Confederate families – bringing former foes on the battlefield together. This tense day went well as veterans of the North and South wept and shook hands for the first time.

Ann Reeves Jarvis dies on the 2nd Sunday in May, 1905. One of Jarvis’ daughters, Anna Jarvis later organized a small service in honor of her deceased mother on the second Sunday in May (1907) at the Andrews Methodist Episcopal Church in Grafton, WV.

In 1910 the governor of West Virginia makes Mother’s Day an official holiday the 2nd Sunday in May.

Though Ann Jarvis wanted Mother’s Day as a private acknowledgment of all the mother does for a family, it quickly became commercialized, said Katharine Antolini, a history professor at West Virginia Wesleyan College.

In 1914 President Woodrow Wilson made Mother’s Day an official national holiday for the 2nd Sunday in May.

HOW BUSINESS FACES CLIMATE CONTROL

The fact is our planet is dealing with climate changes that have already begun to exhibit dangerous circumstances for all world inhabitants. The commercialized movies depict a devastating & deadly future, and it is coming close to reality. Research and scientific data come seriously close to our future outcomes, and yet it seems large businesses and the public don’t take this seriously.

Clearly, the arctic has ice caps melting quickly, which cannot be resolved quickly – if at all. These are homes to the Polar Bears, penguins, seals, etc. Even Alaska has had MUCH warmer temps!!!



Disappearing “Home” of Polar Bears

Other parts of our planet are experiencing much warmer temperatures, which have affected our weather (tornadoes, flooding, and other extreme weather changes). As taught decades ago, an extreme weather disaster happened during the “Ice Age”, freezing dinosaurs, etc. These disasters take a long time to occur, but LONGER to overcome. Hopefully, mankind has become wiser than centuries ago, yet the signs are clear we don’t have time to waste. What will YOU do? We need to step up to take care of our planet. **Let’s do what we can to protect our “home”!**

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) Communication Training, 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; 740-849-2500



“The Winds of Change Bring Opportunity!”