



Snoopy's Halloween



Compass Career Navigator

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Fall Harvest

CURRENT ISSUES

With each month, if not every week, new concerns or issues develop. A HOT topic circulating now is "getting a COVID Booster! In addition to this topic is how aliens from Afghanistan will be brought to North Carolina, and Haitians are being deported from the U.S. Of course, a vaccine will be becoming available to children, and there is discussion of a vaccine for pregnant women. And if that is not enough, there are still concerns about our country's politics and challenges affecting our economics. With the continuation of COVID deaths, there are many mixed opinions about returning to work and the re-opening of schools. Needless to say, the public still worries and feels stressed.

Recently, the government has confirmed the concern for the changing weather patterns, which affect the crops, the need for safe water for consumption and the impact on harvesting. The public has already been informed of shortages and delays in deliveries, causing inflated pricing. Shortages are to include interfering with the pumping and production of oil and gasoline, causing increased costs.

If more people will get their vaccinations and boosters, as well as keep safe distances, and keep all surfaces disinfected, we have a better chance of reducing the spread of COVID.



STILL HAVE SHORTAGE OF EMPLOYEES?

It was reasonable for the government to have brought an end to the extra funds for the unemployed, as many of the unemployed were drawn to turn down job offers. The extra supplemental funds enabled many unemployed to refuse job offers, even when they were reasonable opportunities.

Though it was good to see employees receive better salary offers, a multitude of employers were being forced to close their businesses as so few employees were accepting reasonable job offers. A large number of businesses have been forced to close through this Pandemic.

Obviously, many families have also lost their homes. Too many people have found themselves living "on the streets". Another issue facing employers and employees in relations to COVID is whether to require all employees to take the COVID vaccinations.

One argument is that "no one should be forced to have this vaccination injected into their bodies, AND YET, if all don't take the vaccinations, those unvaccinated can infect others. It is not like all who are not vaccinated can be placed on an isolated island. It is critical for all to be reasonable and responsible.

With these thoughts and considerations, it should be more understandable why there exists a challenge in locating employees. So, what is the solution? What do you look for in good job candidates? Those job candidates who have been vaccinated should make note of it on their resumes.

EMPLOYERS, HAVE A STRATEGIC PLAN?

Changes and Transitions continue to develop on a regular basis. In business in order to keep the public's attention and positive activity bringing in business, the public may become bored and turn to other organizations. Look at the advertisements on TV. Practically all products and businesses come up with new trends and products every couple of months. New flavors, new shapes, different formulas, etc., and even new spokespersons. Even new colors and different packaging.

People in marketing for any corporation have got to keep pumping out new ideas constantly in order to keep a business successful. The ideas can come from anywhere: nature, children, dreams, etc.

Unfortunately, if a business runs out of ideas, and the business begins to slump, employees can find themselves unemployed. Some firms may have enough good employees and good track records to be attract other businesses for a possible merger or acquisition.

Therefore, a business should always have a plan to handle a "transition". Business owners and employers would be wise to be familiar with "transition experts" like **Compass Career Management Solutions**. Tapping into credible and effective resources can make a huge difference in the outcome of a business and its employees. There are no guarantees, but with a strategic plan, a successful outcome can be the result.

Just as being strategic in hiring experienced, qualified employees produces a healthy business, employers having a solid "On-Boarding Program" can motivate employees to excel. Open communication is also vital to a successful company.



Wise Leaders Create a Strategic Plan

HOW IMPORTANT IS GOOD HEALTH?

There are some people who take "good health" for granted - or they seem to not be concerned about it. For these people, COVID and the Pandemic don't seem to be a big deal. Is that really true or do some actually not grasp the full impact of this disease?

It would seem that knowing of all those people who have died from COVID would make people realize how powerful this illness is. Furthermore, for those who have children, you would think that the parents would realize how serious COVID is.

The school systems seem to be taking the importance of wearing face masks seriously. It is no surprise that the retirement communities have had to refrain from allowing visitors and even turning to delivering meals to each individual's room than allowing their residents to congregate in their dining rooms.

Senior citizens and parents of children appear to have a more serious respect for COVID than many young adults or teenagers. As some have said, "*wisdom is often more prevalent among the elderly.*" However, when any of us become ill and unable to function normally, THEN we regret not taking better care of ourselves.

Needless to say, employees who don't eat healthy, avoid exercise, don't get enough rest, and jeopardize themselves to unhealthy circumstances, often find themselves unable to work and losing substantial salaries. Good Health is very important. In addition to becoming ill, a sick parent can pass on their illness to the rest of the family. "Good Health" is extremely valuable and a blessing. Employees should never risk their good health. It's never too late to choose good produce and protein, cook healthy, and drink lots of water. **Don't take good health for granted!**



Be Thankful for Our Health Professionals

YOU ARE ENCOURAGED TO BE INFORMED AND PLAN AHEAD ABOUT RETIREMENT

Time stops for no one, and we never know when your health will encounter a milestone. Before you know it, your body begins exhibiting aging symptoms: arthritis, sore muscles and joints, body aches, etc. These symptoms can interfere with activities that you want to do. Then you find yourself unable to do fun or tasks at home and/or work. Also, research your benefits.

“Eventually”, you can find yourself taking time for doctor appointments to evaluate your health or learning what you can do to improve your physical health or how to cope with limitations.

If you have a large yard and/or house, you may want to consider re-locating to another home or look into the possibility of a retirement community. Depending on the severity of your health issues, you may need to determine whether you can continue working, or need to check on alternative positions.

This may be a time to look into some form of physical therapy (i.e. yoga, tai-chi, water aerobics, etc.). You may also want to consider a “Coach” to help guide you as what activity would be helpful without damaging any of your body. But remember that another BIG asset is eating those food items that can strengthen those parts of the body needing “attention”. Whatever you do, be sure to get your doctor’s input as what to use/do and not use/do.

Lastly, don’t be one to say “I’m too young to retire”. Everyone is different, and you only have “one body”. Take time to research what is best for you, and THEN have your doctor to confirm your plan for “retirement”. Keep SAFE!



Plan Ahead -- You Are Important!

VALUED FACTORS IN BUSINESS



Traits that You Value in Yourself and Others

It is sad that so many in business have forgotten or do not possess highly principled behavior. Therefore, too many business people have become very poor examples of high standards. Still, there are those who expect or require this from others.

Some of the key principles still include Integrity, Ethics, Respect, and Honesty. When it comes to businesses known for high integrity and being trustworthy, those companies will do whatever it takes to screen and confirm a job candidate’s character. This includes punctuality and dedication.

In a recent conversation with other high caliber businesswomen, one topic was how common it seemed to be for many political figures to have “skeletons in their closets” – some which may be more shocking than others. This refers to the fact that more public figures have poor moral character.

Clearly, it is important for the leaders of our country and businesses to possess high moral fiber. More politicians these days are known to have deep pockets, but that may cause them to be out of touch with the average working citizen. Instead, our country’s leaders and employers may be better off having modest salaries and clean backgrounds. How many leaders and employers do you know who have modest homes and backgrounds?

Obviously, no one is perfect, but “good moral character” is something to teach your children, which they should learn and see in you. There used to be good examples of such characters on TV (Father Knows Best, Ozzie & Harriet, Perry Mason, McGyver, Walker/Texas Ranger, etc.). Today there should be an even broader list of diverse characters. Who would you name?

EMPLOYERS, WHAT ARE YOU DOING TO STRENGTHEN AND IMPROVE EMPLOYEES

When talking to and surveying numerous employees, what do they say that they want from you/the employer? From multiple sources, the items we hear most employees want includes **a)** frequent conversations with the employer; **b)** demonstrations that employers are “listening” by following-through with employees’ requests; **c)** having employers to provide multiple opportunities for training to enhance their skills; **d)** allowing employees to receive occasional Career Coaching; **e)** and other ways to grow.



Are You Listening?

In regards to having conversations with the employer, what most employees are really seeking is an employer who really listens to the employee, and responding as how they can help. Most people in business are in such a hurry that they really don't listen. This comment is relayed OFTEN!

However, since Communication is a human's way to share thoughts, emotions, information, educate, etc., it is very important to determine how is the best way to convey data to another.

Most people want to learn, grow and develop. This keeps people engaged and informed. By providing education, discussions, exposure to new skills, etc., you will be enabling your employees to grow and enhance your business.

SR. HR FORUM – SELECT VENUE FOR DECISION-MAKING HR PROFESSIONALS

This venue began almost five years ago, when some “decision-making HR professionals” requested a small group of their HR colleagues, who could meet without sales people and could discuss and exchange current business issues and share stories and resources, which could be potential resolutions for their particular firms. This was agreed to be a “free venue” and that they would only meet 2-4 times a year. Robyn Crigger, CEO of Compass Career Management

Solutions was approached about facilitating and organizing these gatherings.

COVID lead us to have some Zoom venues a few times. Some of our regular participants have connected new attendees, who were invited to attend the next meeting, if interested.

Again, there is no charge, nor are there any sales involvement. The short meeting is focused on discussing current HR or business concerns. Over the last 6-9 months several HR professionals have retired, and thus this is one time I am sharing this information. Meanwhile, all are wished to be well and safe.

Robyn Crigger, CEO

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CRITICAL WEAKNESSES FOUND IN MANY BUSINESSES TODAY: WHAT CAN YOU DO?

Currently, some of the biggest weaknesses in business include: EFFECTIVE COMMUNICATION, EMPLOYEE RELATIONS, WORKPLACE BEHAVIOR, LEADERSHIP MANAGEMENT, STRATEGIC PLANNING, and PERFORMANCE MANAGEMENT.

Each of these programs substantially affects a business' bottom line. As employees are being recalled to the workplace, these skills and behavior will need to be clearly understood and implemented among your workforces. Do NOT delay in providing your workforces with effective training.

Of course, most companies would greatly benefit from these programs, which would be appreciated by your employees and your organization.

Compass Career Management Solutions is an HR-consulting firm, who has assisted with Transitional & People-Related Services for over 27 years. Our expertise has proven to be very instrumental. Visit our website (www.compasscareer.com) or give us a call: **704-849-2500.**



Training & Developing Skills Helps Retention



“The Winds of Change Bring Opportunity!”