



New Year's Clock is Ticking



Begin the New Year Safely

COMPASS CAREER NAVIGATOR

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ARE YOU PREPARED FOR NEW YEAR?

If your organization has not developed a detailed plan for all the “what if’s” and the hot topics that are on the minds of your employees, you are likely to regret not giving attention to this effort, to avoid concerns and deliver a more productive future. All should do what we can to better prepare for 2021. The new vaccines are being distributed now.

Though our government is announcing that there are actually three companies promoting effective COVID vaccines, these are being ever so slowly distributed. Hopefully, this process will be accelerated soon! It may still be quite a wait until the “average person” has access to a vaccine. There is said to be several groups of people at the front of the line, including “first responders”, which makes sense.

All were discouraged to gather in groups over the holidays. Although the airlines had their planes totally booked, and that includes the “middle seats”. I doubt the airlines are screening their customers for temperatures. With the planes being full, the airports will be, too. COVID is sure to skyrocket after the holidays and already have.

Though these holidays are a special, heartwarming time, we should prepare for some rough days ahead. Eat healthy, get rested, social distance, use masks & anti-bacteria sprays.



YOUR BUSINESS' PLAN FOR THE FUTURE

What changes or new efforts will your employers and human resources professionals choose as a way to grow and/or stimulate their company? Will there need to be more employees added and trained? Some employees value being helpful in creating new marketing ideas or find ways to stimulate and attract customers. Other proactive ideas include ways to strengthen relationships with employees, like allowing for flexible schedules, teach Customer Service tips, etc.

In addition, employers must have solid onboarding practices, as well as strong career development programs to retain those good employees. With so many employees having lost their jobs over this past year, some businesses are having a major challenge finding qualified employees. This means companies will need to find ways to entice more qualified candidates, plus provide continued opportunities.

Businesses should be aware of what other companies are offering new hires. Companies will need to be competitive. Look for ideas to attract good employees and spread the word!

If a business wants to survive, they must be proactive AND progressive. A sharp *Career Professional* can help a business attract good talent. **Compass Career Management** is a transition expert and can help strategize.



PERSONAL PERSPECTIVE OF HOW COVID IS AFFECTING EMPLOYEES



There are all types of stress showing up since COVID appeared last year, and more stress will develop as we continue to cope with this illness. Even though there are vaccines that have been created, only a few have begun to receive these injections, and there are lots of questions and “unknowns” about the effects, etc.

Emotions are still being revealed, and the repercussions of this illness and its treatments will gradually make its presence known. Everyone is different, therefore, some people will respond with little problems, while others may experience a variety of challenges. Hopefully, the health professionals will be able to keep the problems to a minimum.

Meanwhile, COVID will need to be closely monitored and all should continue to use every safe guard as possible – including the face masks, sanitizers, and social distancing. Schools waver between virtual education and some in-class opportunities. It is much wiser to keep exposures down to avoid more spreading of COVID.

In households where parents attempt to balance their employment responsibilities and their children’s education, stress will run high. Employers are encouraged to be flexible and understanding. These are difficult times, and these parents need as much support as possible. With so many people affected by COVID, it may appear that some are benefitting more than others. However, COVID causes more fear, and it seems more women are seriously concerned for their children, causing some to leave their jobs. Now is a time for employers to be more patient. As Americans, we need to encourage a positive attitude and avoid unnecessary criticism. We need to allow all of our country to heal and for mutual respect to prevail.

THE FINANCIAL ASPECT OF UNCERTAIN TIMES FOR PEOPLE AND BUSINESSES



Want to have a “crystal ball”? At times like these, most might say yes! Whether wanting answers to “stop COVID”, or how will all of this affect our economy, there isn’t any definite answers or clear insight. People around the world are uncertain about what lies ahead. We look to the many experts and are anxious for solid data that can bring us a sense of assurance. We seek those financial or economic experts, who we can trust.

There are those in the Financial World, who study and research such areas for insight and credible information, who are known for dependable forecasting and could help you make some rational decisions, but only you know who to trust and has the knowledge, experience, and resources to help you make important decisions.

During these strange times, it would be wise to research via your own resources (banks, accountants, economic data, BBB, law firms, financial advisers, etc.) in determining who could give the best advice, including your own financial status. This is a matter of TRUST. You can also check with those who you know to have managed their own finances well and have financial professionals who they would recommend.

It is also possible to inquire about the business ranking and ethical status of financial firms, who you are considering for your own finances. See if they have managed their own affairs well. Has the leader been one to utilize proactive and successful processes?

If you believe that your selection of financial experts are ones of ethical behavior, and you have researched thoroughly, then this should be a wise choice. Dependable professional resources should exhibit high ethics and integrity, producing progressive business practices and strengthening a business to be more successful and productive, benefitting all.

VIRTUAL vs REALITY: MIND BODY SPIRIT - HR STRIVES TO USE TECHNOLOGY TO ADDRESS MENTAL HEALTH ISSUES



The overall COVID scenario has gone from a fear of the unknown to concerns of serious health and death. Your mind is a very strong muscle, and yet as a serious illness attacks one's body and causes the possibility of death, a person begins to turn to one's spirit to fight this threat.

Even though we now are being reassured of a plausible vaccine, it will still take time to determine the vaccine's real capabilities. Plus there are still some who say another strain of COVID has been identified, though it should be controlled by the vaccine. Time will determine the real outcome.

Businesses are planning to continue more virtual activities and working from home to give the vaccine time to do its job while keeping the public as isolated and safe as possible. In other words, "playing it safe". COVID being our first big global pandemic, we are taking "baby steps" to try and help the vaccine have a chance to succeed.

Humans possess at least three directions to battle negative and destructive forces: our body, our mind, and our spirit (soul). Each area of energy helps to protect us from danger. Our bodies should be kept strong, as it is the first line of defense, but when it becomes weak, our mind is usually able to seek out a remedy, and our spirit or soul is the third recourse in defending our being of ill fate. For serious health concerns, it may take all three to jointly battle the deadly force.

These days with so many faced with multiple loved-ones having been infected or dying from COVID, we each must use all of our faculties to combat not only the physical ailments, but also those experiencing anxiety. All are encouraged to learn and utilize all data, tools and resources to strengthen each other. Such activities as yoga, getting lots of good rest, eating healthy, reading and watching positive books and videos can help.

There are other proactive activities that can attribute to a better overall healthy experience.

Human Resources has been a strong field, which has been proven to create and develop resolutions for the workforce. In more recent times creative ideas have shown up on digital apps, which have been quite useful. Therefore, keep an open mind and flexible when searching for possible solutions for your workforce.

WHAT HAVE YOU LEARNED FROM THE COVID EXPERIENCE?



When we first heard of COVID-19, the majority of people didn't take this illness seriously – in fact, some still don't. With never experiencing such a disastrous health issue, most of us thought we might get a little sick, but never believing we would die. But then many in a family or community has had dozens and dozens of people dying. However, most of us now understand how powerful such an illness can be.

The fact is that lots of people became seriously ill around the world. Many citizens are global travelers, which leads to germs and bacteria spreading ever so quickly, resulting in death. In addition, a large portion of young adults tend to think of themselves as invulnerable and believe they will somehow escape these deadly germs, which leads them to mixing with others, thinking they will be unaffected by this disease. Unfortunately, they can also become ill, as well as infect others.

However, another lesson to learn from this COVID is that people around our world can actually be able to share valuable data, that could benefit others in order to put a stop to dangerous illnesses. In addition, more people need to understand the importance of preventative measures that can help reduce the spreading of diseases, like social distancing, wearing face masks, using sanitizers, and washing hands with soap frequently. **Let's work together for safety.**

DO YOUR HRs & MANAGEMENT USE LISTENING EFFECTIVELY



Good Listening is the Basis of Communication

There is much discussion about “diversity and the supporting of each other” these days. No matter how diverse your workforce is, the key to good relations is “effective communication”, which begins with “good listening”. It is only natural that a diverse group will have “differences”, however, any group of people or a workforce may need to some help learning how to communicate effectively with each other. Many, if not most, people are guilty of not always “listening” closely to others.

It is quite common for the Human Resources Professionals in a company to be expected to provide helpful tips and advice on how to be a better communicator with others in a workplace. When there are numerous employees from different cultures, nations, ethnicities, etc., even some of the obvious differences can be confusing to others. Though a professional may be a big help in clarifying these differences, a person should always begin by “listening and observing” the other associate. If handled respectfully, the employee can carefully ask the associate about their local habits, ways or behavior.

Some training about “Workplace Behavior Forums” can be offered to your workforce, and can be done by your HR Professional, or by hiring qualified trainers, like Compass Career Management Solutions, who provides an impartial representative to teach and offer a relaxed venue or exchange. Simply contact Compass Career Management Solutions at rcrigger@compasscareer.com or 704-849-2500.

HOW DO YOU MANAGE CHANGE?

Change is a very emotional and stressful experience, but it is also a definite normal occurrence.

However, the more organized you are, being in tune with what path you want for your life, as well as being aware of what credible career options are feasible and what resources there are, the better chance you have of moving your life forward. You would also be wise to keep your skills current and taking courses that would expand your career options.

Compass Career Management Solutions are experts in Career Transitions. By hiring them to explore your career options, you have an excellent opportunity to determine what industry and profession would be a great fit for you, as well as learning about progressive and healthy work cultures in your community. Contact Compass Career Management’s website today: www.compasscareer.com; or call **704-849-2500**; or email Robyn Crigger at rcrigger@compasscareer.com.

Compass Career Management Solutions was established in 1994 as Outplacement/Transition Experts, serving multiple industries in 35 states.

Our clients value our quick response, personalization of services, and providing professional, comprehensive assistance. And we value and wish all of our Clients a Prosperous and Healthy New Year!!!

Clients include Proctor & Gamble, John Deere, Dixon Hughes Goodman, Extended Stay of America, Lane Construct., Barnhardt Mfg., Family Dollar, Carolina Panthers, Concrete Supply, Atotech, Aldersgate Retirement, Bestco, Alston-Bird, Crowder Construct., United Way, Midrex Tech., Lincoln Harris, Charlotte Center City, Grubb Prop., Sharp USA, Autobell, The Employers Assoc., etc.

We are *human-resources experts* re: “transition”, providing Outplacement, Supervisory & Mgmt. Training, Employee Performance, Workplace Behavior Forums, etc. Visit our website: www.compasscareer.com; **704-849-2500**.



The Winds of Change Bring Opportunity!
HAVE A HAPPY, HEALTHY NEW YEARS!