



The Holidays Begin COMPASS CAREER NAVIGATOR

Publication Resource for All Business People

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WITH THE HOLIDAYS COMING...

How will this year's Holiday Season be different from last year's? Did you travel elsewhere for the holidays last year? Did relatives come to your home for Thanksgiving last year? Bet you weren't wearing masks or social distancing. The COVID-19 has changed so many things. Most are cleaning their homes more now, and staying at home more. We see much fewer people, too.

These upcoming holidays are "special family times", which produce many wonderful memories. Though COVID-19 is on the rise again, the airlines say that they have already sold almost all seats on scheduled flights for the holidays. That is likely due to missing our families. However, airplanes are tight spaces, and air circulation is a valid concern.

The three major airlines have worked diligently to make their airplanes more safe with better air filters, deep cleaning, etc., but there are no guarantees. Airplanes may not have "social distancing" as middle seats are being booked, plus medical experts say "there will be crowds of people throughout airports, walking to/from planes, or riding buses from parking lots.

Also, people will be eating meals on planes or in airports. Should any of you catch the virus while traveling, you will then bring it home to your loved ones. Though missing your families, can you risk catching COVID or passing it onto relatives?



CHOOSING CAREERS FOR FUTURE

Many businesses are closing their doors permanently due to a "lack of business". Owners and Employees are discouraged by this. Owners have lost their investments, their time and energy.

As for the employees, they now find themselves seeking a new job. Of course, people want to find work that pays well, provides benefits, is convenient to their homes, involves working with other hard-working people, and an employer, who is someone of high integrity. That seems reasonable, and yet for an employer to possess all these would mean they must be doing well. But how, if all are trying to avoid COVID?

This leaves those unemployed to scratch their heads and ask, what else can I do to earn money? What businesses are doing well now?

List those industries who are staying busy and productive. Compare with a list of your skills and experiences. You may have an interest that could be turned into a viable job or even a business. Look at postings and what NEEDS are mentioned. Could you help with any?

With a job being so critical now, locating the best fit for yourself is a priority. Hiring a professional *Career Coach* could help find the best position. **Compass Career Management Solutions** is NOT a *placement* firm, but helps people to take charge of their job search - learn a productive process to land the best fitting career goal.



WHAT BUSINESS LEADER PROVIDES A GOOD MODEL FOR YOU AND WHY?



In several business publications many business executives, presidents, and CEOs have had stories written about them. Many are women. However, what is it about those successful executives, who captures the attention and respect of our up and coming executives? Furthermore, what specific characteristics, traits, actions, accomplishments, or words of wisdom have caught the ears and eyes of other professionals?

From what has been shared with the public, those excelling Business Executives have demonstrated aggressive attitudes and creative ideas and actions when focused on areas and topics that touches each Executive's major point of interest or concern. It is understandable to find someone, who demonstrates the kind of leader you want to be, yet you should be sure and reflect your own values and personality that you hold in high regard in order to convey your own personal mission statement.

Promising business professionals typically have certain areas of business for which they have strong opinions that drive them to identify and accomplish efforts or goals that improve on needs or alternatives. By doing so, the professionals can be more inspiring when they don't try to appear like "super heroes", but responsible human beings.

These enthusiastic, practical and strategically-focused professionals *give others encouragement to tackle his/her other issues or concerns. Their ability to "not-give-up" but to persevere entices others to follow his/her own interests. As more accomplish their chosen goals, others are inspired to do the same.* Of course, practically all have also been fortunate to have supportive friends, families, and colleagues. Still, the focus should be of their own choice and one to benefit others.

HOW IMPORTANT IS ETHICS AND INTEGRITY IN BUSINESS?



Do you value good ethics and integrity? Is it important to you in the business where you work? If so, what traits and characteristics do you consider valuable in Business Leaders? If those leaders in your organization lack high integrity or ethics, would you leave there for another firm or organization?

Chances are if you have ever experienced working with a business where there are poor ethics and no integrity, you may be drawn to look for a business of a higher calibre. Signs of a higher quality company is more than the rate of pay, or how much vacation you get, or even the quality of the employee benefits. Yes, these are definitely good factors that many employees seek, but if the work environment is unfair or of poor quality, employees will be likely to leave for an employer who they can respect.

Qualities of a good employer usually include a "safe work environment", as well as a progressive business, who invests in the workforce and ways to keep their businesses proactive and healthy.

Another aspect of a quality employer is one who manages their finances well, while looking for ways to keep costs down, and finding other ways to help their workforces be well trained, more productive and current. The Business Owner should also have a sharp executive team, who knows how to manage their workforces and keep them safe and motivated.

One of the best ways for this is to create regular and healthy communication exchanges. Managers and Supervisors should be trained to engage their employees and encourage and empower them. This relays that the workforces are ones who are respected. No one should be treated poorly but instead be supportive of each other. The Owner should be accessible to all, show respect making a healthier culture. This type of ethical work environment is the BEST.

HOW CAN OUR WORLD SURVIVE IF UNABLE TO CONTROL COVID-19?



As the COVID situation continues to be a major concern to the health of all mankind, discouragement grows as many people refuse to follow the safe and healthy guidelines: wearing face masks, social distancing, using sanitizers and antibacterial cleansers, washing hands often with hot water and soap, etc.

As more people are infected with COVID-19, and some dying, this pandemic can never end if ALL are NOT taking EVERY precaution.

Surely, most people have heard all the medical alert notices and are aware of the risk posed for anyone who mixes with others and are NOT following the health restrictions. Though some people are more at risk than others, ANYONE can be infected. If you know of people refusing to take precautions and are risking exposure to others, encourage them to be respectful of others.

Though many pharmaceutical firms and laboratories are working hard to develop an effective vaccine, it may take quite a while before a credible and successful vaccine has definitely been secured. Even then, most have already heard of some Covid patients who have been infected twice to this pandemic.

With more people still being infected, and our numbers of victims are on the rise again, there are many who believe COVID-19 will continue far into 2021. As discouraging as that sounds, people are better off being prepared for such a reality. The fact is with so many refusing to follow restrictions now, what are the chances they will change in 2021? *This deadly occurrence could make its way around the world multiple times.* If it continues to spread around the world repeatedly, what could be the outcome of the world's population? The **BOTTOM LINE** is we citizens of the world could be in jeopardy if people refuse to take the necessary precautions!

SOCIAL MEDIA: HELPFUL OR RISKY?

When forms of Social Media first began, only a small number of people were knowledgeable about this form of technology. Though it didn't seem to take long until more and more were jumping on board, eager to learn how to use it.

In fact, every year the number of Social Media fans grew by the truckloads!!! Of course, there was always a few "techies", who would be creating new capabilities and programs that were even more advanced than the previous ones. Those who were a part of the "advanced techies" were sometimes delving into more risky endeavors and some questionable processes.

As this area of technology has advanced, more concerns grow, and groups are becoming uneasy about using even those more accepted programs, like LinkedIn and Facebook. Some believe that with COVID, more people, who are staying indoors, are experimenting with "questionable uses of Social Media". *As scamming, spamming, and phishing increase, this damages and risks the positive capabilities of the internet and social media.* These "culprits" could ruin all the advantages of Social Media. Have you been affected by these tactics?

A VALUABLE AND BENEFICIAL RESOURCE FOR WOMEN BUSINESS OWNERS TODAY



*Sara Blakely, Spanx Business Owner
Speaker @ past Annual NAWBO Awards Meeting*

It is FAR FROM EASY TO BE A BUSINESS OWNER!!! This has been even harder for some women, though an organization was formed quite some time ago called the National Association of Women Business Owners (NAWBO). In Charlotte this organization blossomed out of an existing organization called Women Business Owners (WBO). NAWBO has developed into a highly revered professional organization and resource.

NAWBO: A VALUABLE RESOURCE FOR WOMEN BUSINESS OWNERS (Continued)

NAWBO was a supportive network of women business owners, who also helped *those seeking to become Women Business Owners*. These members joined with the understanding that within a specific time frame, they would have completed the process of becoming an official Woman Business Owner. NAWBO provides lots of information and resources in order to learn all that was required to become a woman-owned business. NAWBO has benefitted many women.

Not only did these women become well-informed business women, they also learned about the business processes and legalities. Their monthly meetings were filled with excellent professional speakers addressing many experiences and lessons learned. Members left meetings with lots of great knowledge and the opportunity to meet strong examples of women business owners.

One outstanding example was Sara Blakely, who developed the product called “Spanx”, which she demonstrated outstanding marketing and development skills, as her product became a national sensation. Be sure to visit their website and learn more. www.nawbocharlotte.org

ARE EMPLOYERS PROVIDING THEIR HUMAN RESOURCES PROFESSIONALS WITH SUFFICIENT TRAINING?



It may not be obvious to the general public, but Human Resources Professionals are like the “beacon of a lighthouse”, guiding organizations through all aspects of laws and regulations to keep a business “on course” and healthy.

All businesses and organizations have specific laws and guidelines for safety, appropriate public stipulations, health regulations, etc. There are multiple changes in these laws every year, and the HR Professionals are usually the “guard dogs”, who then inform the business owners.

Most areas of running a business includes specific training and development of appropriate

employees. The Human Resources Manager or Director is responsible for this training. Some training can be done by the HR Professional, or hire qualified trainers to teach the new tasks.

There have been many health concerns for which the HR Professionals have needed to research and receive training over the years: TB, Polio, HIV, COVID-19, etc. Not to mention other risk factors, i.e. hearing endangerment, purpose of hard hats, protective eyewear, and many others. Even when cell phones became more prevalent, Human Resources had to educate employees on the danger of distractions of a cell phone.

With all the risks that lurk about the workplace, Human Resources has multiple concerns to manage, including benefits, government deductions, retirement plans, etc. It is critical for Employers to provide their HR Professionals with sufficient training to either train others OR know when professional experts would be best. Such important training and knowledge is a PRIORITY.

Compass Career Management Solutions was established in 1994 as Outplacement Experts, & has served numerous industries in 35 states, using HR processes.

Our clients value our quick response, personalization of services, and providing professional, comprehensive assistance. Our business derives from our extensive expertise.

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, Atotech, 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, Supervisor & Mgmt. Training, Employee Performance, Workplace Behavior Forums, etc.

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