



The Beginning of Fall COMPASS CAREER NAVIGATOR

Publication Resource for All Business People

October 2020

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CHANGES FOR THIS FALL

All are fully aware of the normal changes of the Fall Season, but this year there are even more. Schools have so many changes that it is hard to keep up. CMS has ongoing changes, while Union County, Cabarrus, SC schools and private schools have plenty of their own. Since using Virtual Teaching, students, teachers and parents all have problems, concerns, and challenges. And there are no easy resolutions or answers.

Some discussion has been about how effective the students are learning since the pandemic began. Chances are a majority believe that the students have lost ground, even though teachers and parents are doing the best they can. Most educators would likely admit that the virtual classrooms cannot match teaching in the classroom. Though some students may benefit from one-on-one instruction by a parent or tutor, there are numerous advantages for students being with their classmates.

The status of our children's education is definitely a matter of concern, yet we can't neglect the attention of the COVID virus. We continue to lose the lives of people of all ages, and though there is talk of a COVID vaccine, we need to get the public to obey the CRITICAL restrictions of using face masks, keep a social distance from others, using anti-bacterial sprays and wipes, consider using rubber gloves, install protective barriers and shields, etc. We shouldn't count on the Vaccine to be "all powerful" in all cases. People need to use some common sense and take precautions where possible. If we could be more careful and responsible, perhaps we might be able to enjoy some of the special holidays coming up. PLEASE encourage others to follow safety precautions!

CHALLENGES OF THE LAST 9 MONTHS

Can you believe we have been dealing with COVID since the first of 2020? The restrictions may have not started until March, but we have all been very aware of the Corona Virus for a very long time, and there are no guarantees of a safe environment anytime soon. Even when a "proven" vaccine is available, there are still no guarantees. There have been a number of intelligent people, who have been quite careful, and still have caught the COVID-19 with health issues ranging from mild to deadly.

It is certainly understandable why many people have battled depression, anxiety, sleeping issues, irritability, a feeling of restlessness, and the inability to concentrate or focus. There are some things you can do to help with some of these problems, and you are encouraged to try them.

First, you should consult with your family doctor and see if there are other underlying reasons for any of this. Confirm that first!

Next are some ideas or options that might work.
A) Depression can be eased by considering what you are watching on TV or reading. Try to avoid sad or upsetting scenarios on TV shows or movies. Look for comedies and light-hearted story lines.

B) Getting exercise like swimming, walking, family basketball at home, hiking in uncrowded parks or forests can help with anxiety, irritability, sleeping, feelings of impatience, etc. Fresh air is GREAT!

C) Other activities that can be done at home include board games, puzzles, card games, variety of crafts, tackling a house project, or experimenting with a new recipe. *Sunshine is proven to be uplifting. Take Care of Yourself!*

BEFORE THE HOLIDAYS ARRIVE, WHAT WILL YOUR BUSINESSES CONSIDER DOING FOR THEIR EMPLOYEES?

As we enter the month of October, we know that Thanksgiving, Hannukah, and Christmas within two months ahead of us. This has been such a tough year filled with stress and depression that for any employers who are able, these holidays would be a perfect time to find ways to show special appreciation and support to employees.

A common idea is to provide employees with free turkeys, hams, or grocery gift certificates. For any employees who may have had trouble paying their utility bills, perhaps helping with that could be a BIG RELIEF. Some organizations provide gifts to children and/or a Christmas tree. If an employer knows of an employee's family in dire need, they could give such an organization the name of the family and contact info.

Still, another idea is for the employer to make a substantial donation to those organizations providing food, gifts, and financial help to those in definite need. If clothing is a need, gift certificates at a Walmart, Target, etc. would allow for a family to shop for their children's needs. Clothing and shoes are better to be given to the parents. OR a representative could even take the family shopping. One other possible need is financial, if a family has had a lot of medical bills and are in terrible debt. There are many excellent ways to show that you care. Employers are encouraged to give these possible generous acts serious consideration. Even if you can't address the entire need, to provide some substantial gift would be greatly appreciated, though humbling.

One last thought is to provide some cleaning supplies to help with fighting COVID in the employees' homes. That would be an excellent proactive and supportive gift. Taking steps for employers to demonstrate that they really care about their employees is especially thoughtful.



Clean Keyboard



Clean Surfaces

IS GLOBAL WARMING A CONCERN EMPLOYERS MAKE A PRIORITY?

As the COVID situation continues to be a major concern to the health of all mankind, the topic of Global Warming (nothing new), is being re-emphasized and reminded as the earth is experiencing increased temperatures and other environmental changes that puts our world at risk.

Experts in this field of study have relayed many factors and consequences if people, companies, and countries don't make serious changes in our "respect" to our atmosphere. What are the facts? I'll leave that to you to research, as we all have a stake in the health of our world. No doubt, there are no easy answers or resolutions. You can count on any changes to be costly and probably require us to all make sacrifices. What choices do we really have? We have all heard of this concern, yet what have we each done about it?

How bad does our earth have to become before we take responsibility for the harm we have caused? The longer we wait to take steps to help our world's environment, the harder it will be.

If you read or watch any programs by National Geographic, you are bound to have seen how the polar caps have become dramatically smaller, and the temperatures have risen.

Everything in nature is connected to another. When one thing changes, it affects the next link in the chain of nature, which we take for granted.

Have you noticed or seen all the "disaster films" that have been made? Have you watched them? Many of those movies include much factual data. Not all is accurate, but where do you think the writers have found these frightening ideas?

Both individuals and companies, as well as communities, and nations need to take this concern seriously and take responsible steps to "save our planet" – beginning with EACH OF US.



A JOB SEARCH IN TODAY'S WORK ENVIRONMENT

For those businesses who realize it is necessary to release employees now or soon, allow me to give you some insight to this situation.

For the employer, be sure you review your status to be certain that you have no other options. This is one of the hardest decisions an owner can have. You may want to discuss your situation with a "transition expert", like our firm, to help you evaluate your facts. There could be alternatives.

If a release is necessary, then there are multiple ways to manage a transition. Again, talking this over with a "transition expert" may have other ideas. Plus, we can help you map out how to actually create a sensitive and effective schedule and process for less stress and reduced risks.

When it is decided to release employees, make sure there is an accurate list, and confirm if there is anyone who should NOT be included. There are approaches to consider as well as the timing that makes a difference. Even selecting the day of the week has its own impact. Be sure to review what type of assistance is needed for each person, and what is their biggest challenge. With this Job Market being extremely competitive and limited, the selection of outplacement is critical.

There are suggestions and advice to be offered to the employer in order to avoid extreme emotional reactions or to reduce the chance of legal entanglements. The better your plan, including the allowance for some flexibility, the smoother this transition will go.

There is no way to be sure how our economic situation may be at the time of the releases. Still, to have professional transition experts managing this event, the better chance for a calm, safe outcome. If reducing your workforces, you are encouraged to allow plenty of time to locate your transition expert and plan for your transition process. With tension being high, an outplacement firm is highly recommended.



HOW IS YOUR WORKPLACE BEHAVIOR DURING THESE STRESSFUL TIMES?

Today our communities are full of overwhelming tension and emotions for multiple reasons. Not only are people losing their jobs, but many long-time business owners are forced to close their businesses. This affects so many financially, and if that isn't enough, many have also lost their health benefits. This causes not only terrible stress, but that triggers irritability, fear, anxious feelings, anger, frustration, lack of patience, etc.

For those who are still working, the fear and anxiousness is still felt. Each employee anticipates the day of notification of release from their jobs, but those employers are fearful of that same day. It lurks in their minds, each payday and upsets them as they think of having to close their businesses after all have worked so hard.

With all this stressful thinking, it would be no surprise to have employees begin to let their emotions affect their behavior. If any employees have had negative interaction with other employees, now might be the time when their self-control may be too weak to restrain themselves. It might begin with a slight criticism, but one's lack of patience is unable to resist being retaliative. Hopefully, the tension will only include harsh words, but under our current stress, people could easily become physical.

With this in mind it might be wise to provide your workforce with some small-group forums, discussing "workplace behavior". A facilitator could field questions and discuss alternatives, as well as help all to be more sensitive to each other. Everyone has his/her own concerns, opinions, and perspectives on basically anything, but these days many are concerned about illnesses and death. With an impartial facilitator discussing the concerns of all, there should develop a sensitivity and compassion for each other.

Compass Career Management Solutions is prepared to assist you and your workforce with this type of Forum. It is important to keep a group small (for social distancing and better interaction), and allowing some discussion, then the facilitator can manage the conversation for better results. This process is very effective and can be therapeutic.

HUMAN RESOURCES: THE HEART & CENTER OF BUSINESS; BENEFITTING FROM THEIR COLLEAGUES' INSIGHT



“Respecting the Wisdom of their Colleagues”

Human Resources is the Center of most organizations, as they are key to attracting, selecting, training, and developing the best employees for their employer. It is critical that the Human Resources professional is an expert in all aspects of the employee and their involvement of a company.

The HR Professional should be thoroughly versed in their knowledge of the skills, education, and performance, that factors into financials of a business. The benefits and compensation should be determined by the capabilities and impact of an employee. It is also a major factor that the employee has a positive, productive attitude, and is one seeking growth and development. All of these impact a company's financial future.

Since the business world continues to be faced with new and additional events and matters, which are related to the workforce, these factors almost always end up on the HR's plate of responsibilities. This is a fact, and the work involved with each situation demands additional training and decision-making. Employers need to be aware of this and be prepared to provide any necessary support for their Senior HR Professional. Many of the new issues have been complex and may likely need to be involved with some legal guidance or directions.

Many companies may have experienced resources to assist with any sensitive matters, though there are other organizations whose HR Leader may need to research and locate appropriate courses of action. More HR professionals lack the extensive experiences and need the insight and knowledge of those, who can share their experiences, including pros and cons, and resources, which can be very beneficial.

With this insight, I, CEO of Compass Career Management Solutions, responded to some of these experienced HR professionals in organizing the “**Senior HR Forum**” over five years ago, arranging and facilitating small venues of “decision-making HRs”, who wanted to exchange information with other like-colleagues. The Pandemic has made this more of a challenge, though we have had one Zoom meeting to cover some current topics and exchanged some emails re: recent matters. We scheduled a “small” meeting on Tuesday, Sept 29 and took responsible action to keep all safe at this meeting. It was informative and therapeutic! If interested in participating in future meetings, please contact rcrigger@compasscareer.com and let me know your name, job title, employer, phone and email address. There is no charge for this event. All exchanges are confidential.

Compass Career Management Solutions was established in 1994 as Outplacement Experts, & has worked in 35 states, using a professional process, serving numerous industries.

Our clients value our quick response, personalization of services, providing totally professional, comprehensive assistance. Our line of business comes from our extensive training, education, and passion.

Some clients include Alcoa, Reynolds Metal, Proctor & Gamble, John Deere, Lane Construct., Barnhardt Mfg., Family Dollar, Carolina Panthers, Cadwallader, Smith-Turf, CVS, Concrete Supply Co., Atotech, Schaeffler, Aldersgate Retirement, Bestco, Dixon Hughes Goodman, Alston-Bird, Crowder Construct., United Way, Atotech, Midrex Tech., Lincoln Harris, Charlotte Center City, Sharp USA, Autobel, The Employers Association & others.

We are *human-resources experts* re: “transition”, providing Outplacement, Leadership Training, Performance Mgmt, Workplace Behavior Forums, Management Training, & Team Building. www.compasscareer.com; 704-849-2500.



The Winds of Change Bring Opportunity!