

To clients and colleagues,

Time Marches on in March!!

Feel free to pass this E-zine on.

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Announcement:

Late in March, I will be giving a half-day workshop on the subject of "Networking" in San Francisco. I am being sponsored by 6figures.com. Look for a special e-mail to each of you when the final arrangements are made.

This month's featured articles are:

- #1. Looking for a match with your true self? "Think, then Act" can cause paralysis**
- #2. Helpful websites**
- #3. Revised Unemployment Statistics, SF Bay Area**
- #4. Networking Tip**
- #5. Resources for "retiring" workers**
- #6. Humor Department--**

#1. Looking for a job match with your true self? "Think, then Act" can cause paralysis

A recent article in the Harvard Business review by Herminia Ibarra suggests that experimenting with several working identities without compromising your current job gives you good first hands on knowledge of the position you are investigating. The author suggests that you should network outside you're your usual networks. They can imagine you as someone different than your previous self. She maintains that analysis of one's passions and values works best after you experimented with multiple working identities. You can try moonlighting, doing pro bono work or volunteer work. The temptation is to take positions similar to one you have been trained for.

I have always believed that 90% of all learning is experiential. In the job search outside the industry and contacts that you know, it's important to get out and talk to people in the industry and function you are investigating. It's rare when you obtain "the epiphany" from a battery of tests. It's necessary to have the experience of getting in front of "talking heads".

In the next Monthly for April, we'll explore Peter Drucker's somewhat contrary view

#2. Helpful websites

Websites for compensation information

<http://www.salary.com/>

<http://www.rileyguide.com>

<http://www.salaryexpert.com>. It delivers average compensation, benefits and cost of living information based on job title and zip code.

Other Job Websites:

flipdog.com. Its JobHunter search engine sniffs around the Web for job opportunities that meet your criteria such as location, categories, employers, and keywords that you specify and then it e mails you what it finds.

careerjournal.com. Primarily for executives and managers looking for work, the "Who's Hiring" section of this Wall Street Journal site lets you search job listings or link directly to the jobs sections of top tier employer websites. It even has a salary equivalent calculator, which will tell you what your present salary would be in the city you are thinking about moving to.

wetfeet.com. Provides guidance for job seekers; articles cover everything from how to ace an interview to how to writing résumé's. It offers a personal job-search account that gives the job seeker a place to store job leads, interview schedules and other notes.

#3. Revised Unemployment Statistics, SF Bay Area

As if we the people didn't know this already, the State has greatly underestimated unemployment in the SF Bay Area. The State found 113,700 fewer Bay Area jobs in their revised count. Santa Clara County lost 18.4% of its jobs in the last 2 years. Half of California's total job losses occurred in Santa Clara County. The county represents about 8% of the State's economy. It has suffered 50% of the state's job losses in the last two years.

Pray for the next "killer app". Better yet, come up with one.

#4. Networking Tip

From Andrea Nierenberg, author of "Nonstop Networking":

"Face Time"

In today's busy world, it is increasingly difficult to find the time and place to spend with someone in person. It is always more powerful and memorable than carrying on correspondence by phone or e-mail. Through creative planning and focused persistence you can spend time with the people in your network and focus on developing new relationships throughout the year.

This month's tip covers: She talks about Face Time, one of the most important aspects of relationship building. F-Make it Fun. Find unique things to do and places to meet. A-Adapt to each other's timetable and surroundings. C-Connect and find common interests. E-Know when to Exit-be respectful of each other's time.

Here are some creative ways to get face time with people:

1. Besides traditional breakfast, lunch or dinner, suggest meeting for coffee
2. Play a game of golf or tennis
3. Go for a walk
4. Meet at a museum
5. Attend an industry event
6. Get tickets to a play, concert or sporting event
7. Share a cab to a meeting, or meet at the sky club at the airport

Be creative. **Everybody is busy and appreciates new and unique suggestions. A face-to-face meeting is invaluable in building solid relationships.**

5. Resources for "retiring" workers

A great website for those who are retired but are achievement oriented.

<http://www.notyetretired.com/>

Career Compass

Peggy Simonsen

Davies-Black Publishing, 2000

Don't Stop the Career Clock

Helen Harkness

Davies-Black Publishing, 1999

SCORE (Service Corps of Retired Executives)

<http://www.score.org/>><http://www.score.org/>

Study: Volunteering has its benefits for those in later midlife

<http://www.news.cornell.edu/Chronicle/98/5.7.98/volunteering.html>

6. Humor Department

The Boss - Moral

A sales rep, an administration clerk and the manager are walking to lunch when they find an antique oil lamp. They rub it and a Genie comes out in a puff of smoke. The Genie says, "I usually only grant three wishes, so I'll give each of you just one."

"Me first! Me first!" says the admin clerk. "I want to be in the Bahamas, driving a speedboat, with out a care in the world." Poof! She's gone.

In astonishment, "Me next! Me next!" says the sales rep. "I want to be in Hawaii, relaxing on the beach with my personal masseuse, an endless supply of pina coladas and the love of my life." Poof! He's gone.

"OK, you're up," the Genie says to the manager. The manager says, "I want those two back in the office after lunch."

Moral of the story: Always let your boss have the first say.

WORDS THAT INSPIRE:

"In prosperity, prepare for a change, in adversity, hope for a good one."

--- James Burgh (1714-1775), Scottish reformer and politician

See #3 above

Commercial: I am now offering 2-hour Career Review sessions for \$95. In each session we will review what has worked and is working, what areas that could use some help, and a plan to get to the next steps. If you are interested, hit the reply button or e-mail me at randy@randyblock.com.

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Your comments and feedback on this E-zine are welcome!!