



Randy's Work *and You*

May Edition

Dear clients and colleagues,

Here's a surprise: Thirteen percent of workers sacked as part of downsizings in 2005 were later rehired by the same employer. So says Right Management, a Philadelphia-based consulting firm that surveyed 14,000 displaced workers from nearly 5,000 companies. Rehiring employees who were victims of a numbers game, rather than being let go for performance reasons, enables companies to bring back people who are known quantities that fit the culture of their organizations, experts say. The research also reveals that 54 percent of companies are welcoming back downsized employees at least occasionally, although almost as many (46 percent) disavow the practice and 42 percent say they do it "only sometimes."

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This month's topics:

1. **The Top 10 Mistakes of Job Seekers**
2. **12 Ways to Trash A Job Interview**
3. **Boomer Corner: *Work Forever!!***
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1. The Top 10 Mistakes of Job Seekers

So many people wonder why they have trouble getting a job. They go on interview after interview, thinking they did well, but then don't get a call back. Hopefully this article will help. Click on <http://www.thegladiator.info/articles/coon-jobsearchmistakes.phtml>

2. 12 Ways to Trash A Job Interview

Teena Rose is a columnist, public speaker, and certified/published resume writer with Resume to Referral <<http://www.resumebycprw.com/>> . She's authored several books, including *How to Design, Write, and Compile a Quality Brag Book* <<http://www.resumebycprw.com/brag-book.htm>> , *20-Minute Cover Letter Fixer* <<http://www.resumebycprw.com/cover-letter-fixer.htm>> , and *Cracking the Code to Pharmaceutical Sales* <http://www.resumebycprw.com/resume_pharm_book.htm> .

You'll find lots of information on the Internet about how to ace a job interview. Everything from take extra ginseng to bake brownies for the interviewer. Sure, there's plenty of information on how to conduct a successful interview, but what if you want to trash an interview. Well, there are still plenty of things you can do to succeed at your interview failure.

Call the interviewer by the wrong name.

Pure interview poison. If you want the job, focus on the interviewer's name when you introduce yourself and use it throughout the interview. People like it when you remember their names. On the other hand, if you want to flush the interview, call the interviewer by the wrong name even though her

nameplate is sitting on her desk 11 inches from your nose. You're outta there.

Arrive late.

Even a few minutes late will usually get you the boot faster than you can say "traffic jam". The ideal time to arrive for the interview is 5-10 minutes before your appointment so to really louse it up, show up 35 minutes late eating a Krispy Kreme doughnut.

Arrive early.

If your appointment is at 2:00 in the afternoon, show up at 10:00 in the morning. Pace nervously in the waiting area and keep asking the receptionist what time it is. It won't be long before security is summoned and your interview worries are over.

Eat.

Sure fire, can't miss. If you come to the interview eating a Krispy Kreme doughnut, kiss that job good-bye; especially if you didn't bring one for the HR Director who's conducting the interview. It's just not done.

Slouch.

Shows complete lack of initiative or even concern. Putting your feet on the interviewer's desk is way over the top, but slumping in your chair could get you out the door quickly.

Answer Your Cell Phone.

Dweedle, dweedle, dweedle. Dweedle, dweedle, dweedle. "Excuse me while I get this call." You better hope it's your last boss calling to beg you to come back to your old job 'cause you aren't getting this one.

Bring up religion or politics.

This also works at parties. Ask the interviewer who he voted for in the last election. Think of it as an ice breaker that also guarantees that this interview is over before it even gets started. Religion or politics, it doesn't matter. Just bring it up early in the interview so you can cut to the chase – out the office door! There are appropriate times and places for this topic, and the interview isn't one of them, unless you're looking for a short-lived interview.

Mention that you've been probed by aliens.

Oh, yeah, you're a goner. In fact, if you want to kill a job interview, bring up any lunk-headed theory or half-baked belief and you'll be home watching the TV soaps before you know it.

Ask what's in it for you.

First question you ask, "So, Bob, how many week's vacation do I get?" This is followed by, "And what about matching 401k contributions?" Finally, close out by asking, "When will I be getting my first raise?" It'll be sometime shortly after hell freezes over.

Call the position a stepping stone to bigger and better things.

Employers like nothing more than spending a bunch of money to train you, only to have you take your "transportable skill set" with you when the competition offers you a better job. Be sure to mention this toward the end of the interview, after you've wasted an hour of the interviewer's time.

Wear all of your piercings.

Nose, lobes, tongue, eyebrows – wear your finest. Even better if it dangles.

Chew gum

Does *anything* say 'I could care less' better than loudly chewing some Juicy Fruit? Feel free to offer the interviewer a stick, why don't you. It won't matter. Either way, you won't get the job.

So there they are – the deadly dozen interview killers. Be sure to follow them carefully to ensure continued unemployment. Or not.

3. Boomer Corner

'Work Forever' New motto:

Quit scolding us: Don't save, never retire, have fun today!

By Paul B. Farrell, MarketWatch

Apr 17, 2006

ARROYO GRANDE, Calif. (MarketWatch) -- Some days I get the feeling Wall Street, Washington and Corporate America all think we're hopeless idiots.

Yes, our savings rate has dropped from about 10% in the early 1980s into negative territory today. But so what? Stop acting like scolding parents, calling us names. We're not stupid. We know the game, and you're a bad example.

Let's all go yell out our windows: "Get off our backs with your obsessive drumbeat about savings. Why should we care about saving for retirement? Washington's out of control, killing our future anyway. Live for today!" Yell it loud. Tell 'em you're mad as hell!

What's making me mad as hell? I've read lots of fear-generating studies the last year or so. All with the same drumbeat: "You ain't saving enough! You're in deep trouble! You can't retire. You gotta save lots more!" Every study trumpets pretty much the same facts: Only 20% to 35% are saving enough. That means 65% to 80% of Americans are not saving enough. Some are, most aren't and, on balance, America's saving rate is negative.

Who put these scary numbers together? Respected folks like Prudential, Guardian, All-State, National, Putnam, Merrill Lynch and others. But numbers aren't the real problem. These folks expose a real negative attitude toward investors, workers and consumers, especially the 65% to 80% who aren't saving enough to satisfy how these know-it-all financial hotshots define "enough for retirement."

Scolding parents

Notice the threatening put-downs. Their studies use labels like "clueless," and "paralyzed" and "contradictory and split" and "too dependent." Or you're just a "survivor" and you're going to be "uncomfortable" in retirement.

Even the new study from the independent Employee Benefit Research Institute beats the drum. EBRI just published its 16th annual Retirement Confidence Survey titled "Will more of us work forever?"

Obviously a rhetorical question, answered like a scolding parent: "Many American workers are not ready to undertake the task of financial planning for their own retirement and face the prospect of having to work far longer than they expect."

Translation: "Warning, you must work till you die!" An indictment of America's broken retirement savings. And yet they're still blaming individuals for systemic failures of government policy and financial-industry greed. It reminds me of that famous "In Search of Excellence" conclusion that 85% of all organizational failures are systemic, not the individuals. Listen to facts as EBRI restates them:

- * Worker confidence levels unrealistic. The study says confidence is too high: 24% say they're "very confident" about financial security and 44% are "somewhat confident." However, 22% of the "very confident" aren't currently saving for retirement, 39% have less than \$50,000 in savings and 37% haven't even calculated what they need in retirement.

- * Too little saved. Aside from their residence and any defined-benefit plans, 52% of workers have less than \$50,000 saved for retirement. Worse yet, 75% of the others have less than \$10,000.

- * Unrealistic income expectations. Although employer retirement-benefit plans are on the decline, 61% of workers still expect retirement income from one -- yet only 40% have them. There's also a gap in employer health insurance, where benefits are also declining.

- * Unrealistic retirement costs of living. A 59% majority say they expect their standard of living to be the same or better in retirement than at work. However, 50% think they can live comfortably on 70% of their pre-retirement income as coast inflates.

- * Unrealistic about working. Two-third of Americans (67%) plan on working in retirement. But the reality is, only 27% of us are actually working in retirement.

But so what? Get off our backs! We all know the retirement system is broken. That's why savings are below zero. But it's not the people. Wake up, it's the system. We need a radical policy shift.

Work's the key:

Work's good for the soul! Frame a new policy to make absolutely certain nobody ever retires. Seriously, make "Work Forever" America's new domestic policy. Forget about pushing all those ineffectual retirement savings plans. Everybody knows they're not working anyway. Just read the EBRI study!

"Work Forever?" Sound crazy? Nope, it's already happening! And it's about time America faces reality.

Remember the facts: Zero savings rate, and as high as 80% not saving enough. If those trends continue, soon nobody will be able to retire anyway, we'll all be forced to "Work Forever!"

Our future's already being spent and mortgaged and wasted by an out-of-control bunch of bubble-heads in Washington, Wall Street and Corporate America. So we're "voting" with what dollars we have left. Having

fun today! Spending every last dime we make. Leaving nothing to save. Driven by attitudes learned from the bad examples of our out-of-control "scolding parents."

Americans know exactly what they're doing. They see through the "you're-not-saving-enough" mantras of the self-interested hucksters of Wall Street, Corporate America and Washington. We see how this new "Work Forever" policy is evolving by default anyway, thanks to Washington insiders backed by special interest lobbyists' money from Wall Street and Corporate America.

"Work Forever," the ultimate win-win policy

Yes, we are mad as hell. But we're also ignoring the bubble-heads. Instead of yelling out the window, we're rapidly moving to critical mass, primed to explode in a huge rebellion. If you think the recent immigration and labor protests were big, wait till America's savings rate drops further below zero while loser CEOs keep getting \$100 million pay-offs. This scenario is fueling a massive grass-roots revolution.

But there is a plus side to a national "Work Forever" policy. First, get every American working, doing what they love, enjoying the moment, and living in what motivational gurus call the "Eternal-Now!" Then we all prosper! Remember the great conclusions of the "Millionaire-Next-Door" and "The Millionaire Mind:" They tell us that when someone is doing what they love, they're working at peak efficiency, have the highest productivity, and will make the most money!

So live it up, folks! Work forever, doing what you love! You win, America wins! End of Story.

4. Success Story

Louis. Early fifty's

Louis had over 20 years of successful experience as a business development and marketing executive. His industry background included medical devices, plastics and chemicals.

Outgoing and articulate, he was able to network well but unable to find a full time permanent position as a marketing executive. He had a few short term consulting assignments but he thought there ought to be something more. He liked his independence and valued solving company marketing problems.

After coaching and deliberation, he has elected to be a "broker" of services ranging from legal, to marketing to engineering to human resources. Louis has chosen the top consultants in their respective fields. The consultants he represents pay him a monthly retainer plus a bonus with each contract award. He visits all of the companies in his vast network (as well as new ones). He can now offer a wide range of solutions to a potential client.

Louis will have his website up soon, signing up potential clients and has his stable of experts ready to go. He says he is having "the time of his life".

5. Humor Department:

George Carlin's Views on Aging

Do you realize that the only time in our lives when we like to get old is when we're kids? If you're less than 10 years old, you're so excited about aging that you think in fractions.

"How old are you?" "I'm four and a half!" You're never thirty-six and a half. You're four and a half, going on five! That's the key.

You get into your teens, now they can't hold you back. You jump to the next number, or even a few ahead.

"How old are you?" "I'm gonna be 16!" You could be 13, but hey, you're gonna be 16! And then the greatest day of your life . . . you become 21. Even the words sound like a ceremony . . . YOU BECOME 21. YESSSS!!!

But then you turn 30. Oooohh, what happened there? Makes you sound like bad milk! He TURNED; we had to throw him out. There's no fun now, you're Just a sour-dumpling. What's wrong? What's changed?

You BECOME 21, you TURN 30, then you're PUSHING 40. Whoa! Put on the brakes, it's all slipping away. Before you know it, you REACH 50 and your dreams are gone.

But wait!!! You MAKE it to 60. You didn't think you would!

So you BECOME 21, TURN 30, PUSH 40, REACH 50 and MAKE it to 60.

You've built up so much speed that you HIT 70! After that it's a day-by-day thing; you HIT Wednesday!

You get into your 80s and every day is a complete cycle; you HIT lunch; you TURN 4:30; you REACH bedtime. And it doesn't end there. Into the 90s, you start going backwards; "I Was JUST 92."

Then a strange thing happens. If you make it over 100, you become a little kid again. "I'm 100 and a half!"

May you all make it to a healthy 100 and a half!!

6. Words that Inspire

"Instead of seeing life as a narrowing tunnel, we can see it ever widening to chose the things that we want to do, to take the wisdom we've learned and create something."

Liz carpenter, writer

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