

Dear clients and colleagues,

This edition marks the first anniversary of “Randy’s Work and You.” Many thanks to everyone’s feedback and contributions. For myself, I really enjoy

Feel free to pass this free E-zine on.

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Announcement:

We all know that the most qualified person does not always get the offer. More often than not, the candidate who interviews the best has the highest probability of getting the job. In late November, I will be giving a half-day seminar on “**Interviewing Techniques That Get Results**” at the Marriott in San Mateo. For details click on <http://www.6figurejobs.com/>. Pre-registration is required.

This month's featured articles are:

- #1. Good Economy. Bad Job Market. Huh?**
- #2. Interviewing Tips**
- #3. New Language for the Early Retiree.**
- #4. Success Story**
- #5. Humor Department**
- #6. Words that Inspire**

#1. Good Economy. Bad Job Market. Huh?

I have come to the conclusion that our economy is undergoing a structural change, not a cyclical one. Many jobs that are being lost will not be coming back any time soon or may be eliminated permanently.

From a 9/14/03 *NY Times* article written by Louis Uchitelle:

“We waited for years for productivity to accelerate, and now, that day has finally arrived. Productivity is soaring, holding out the promise of rising prosperity. We are still waiting for prosperity to kick in.

Production is working just fine. Increased productivity means cutting payrolls and workers hours. Demand is lacking. Even when demand goes up, employers will increase productivity more. They now have rising sales per employee and still are meeting demand.

The U.S. economy has not experienced anything like this since WWII. In 1990-91 recession, demand in the early months was weaker than now but so was productivity. Employers started to hire in the 18th month.

What we have is increasing productivity and fattening profits. In theory this should create more jobs. Maybe not. Employers have to feel more confident of the future.

#2. Interviewing Tips

Here are some tips regarding interviewing:

1. Speak the truth: Don’t bluff when you do not know how to do something. You and the interviewer are both looking for a “match.” Focus more on how your strengths relate to how you can be a solution.
2. Take a moment before you answer: You don’t have to respond “instantly”. A thoughtful response is far more impressive than “filling “air time.”
3. Perform active listening: One of the critical mistakes in interviewing is the candidate’s inability to connect their skills and strengths to the employers needs. Don’t expect them to do all of the “analysis.
4. Don’t interrupt: If you are listening, then this should come easy for you. If you are not, it’s easy to start answering a question before the interviewer finishes the question.

5. Have good questions: No matter who interviews you, always come up with good questions. The lack of good questions will weigh heavily against you. A favorite of mine is "Do you have any concerns about my qualifications to be successful in this position?"

#3. New Language for the Early Retiree.

Thanks to CMI and Paul Stevens of the WorkLife Centre in Australia for sharing the following new terminology with us. These phrases are the new language for the third-age population and replace the past language of "early retirement."

- * Wind-down (part-time)
- * Step-down (lower level of responsibility)
- * Time-out (sabbatical for education or travel)
- * East-down (gradual reduction in hours and responsibility)

#4. Success Story

Rob Polevoi, 48

Rob was a graphic designer. He mastered 3-D graphics programs such as 3D Studio Max for making special effects. He wrote several books about software and other programs. His last company, Eyematic fell on hard times.

With two other fellow high tech dropouts, Rob started a business in gourmet chocolate. They used their credit cards and savings to get it started. They are even getting nibbles from VC's. He knew that people know a lot about their food but know little about chocolate.

They are very successful. "This is an anti-Dilbert business. Everything about it is real."

From the SF Chronicle, 10/22/03

#5. Humor Department

WORDS THAT INSPIRE:

"If you don't have a dream, how are you going to make a dream come true?
--Oscar Hammerstein (1895-1960)

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