

Dear clients and colleagues,

**We are fast closing out 2004. Should you bother to look for work during the holiday season?**

*Hiring does have a tendency to slow down during the holidays, but the opportunity to network becomes greater. And it is to your advantage to be in the minds of those in your network when 2005 begins.*

Copies of all past E-zines are archived on my website. Feel free to pass this E-zine on.

To subscribe, click on my email address, <mailto:randy@randyblock.com>

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## **Upcoming Seminars**

### *“Maximizing Your Interview”*

We all know that the candidate hired does not always have the best qualifications – usually the candidate who gets the offer had the best interviewing skills. Are you satisfied with your interviewing results? Learn the latest techniques and tips on interviewing.

#### ***Details:***

November 10th at the Renaissance Parc 55 Hotel in **San Francisco**.

Pre-registration is required.

For details, click on <http://www.6figurejobs.com/> and then under nationwide events, click on “view events calendar.”

### *“Work Less, Longer”*

How do you plan to spend the next 25 years? Will you be able to afford retirement? Learn how your values, talents and strengths will play an important role allowing you to enjoy a secure retirement. Learn why you may need to work less, for a longer time. Presenting with me will be Elliott Chernin, EA, and CFP®. Elliott is an enrolled agent and certified financial planner who has worked with professionals for the past 20 years in the area of retirement planning.

#### ***Details:***

The date is Saturday, November 6 at 10 a.m.-12 noon in Corte Madera (Marin County).

Pre-registration required - \$10 per person

RSVP to Anita at <mailto:anita@echernin.com>

#### **This month’s topics:**

- 1. Easing the Angst of Career Change**
- 2. Websites For Tracking Down Managers And Key Decision Makers**
- 3. Your Next Chapter**
- 4. Success Story**

## **5. Humor Department**

### **6. Words that Inspire**

#### **1. Easing the Angst of Career Change**

When you explore career alternatives, you may experience a career identity crisis. This condition often occurs as you start to emotionally divorce yourself from the old career and begins steps toward (but are not fully integrated into) a new vocation.

While undergoing any significant career changes, you will make a variety of adjustments and many times feel like you are starting a career for the first time. Depending on the vested interest in the old career, these changes can be extensive.

The most common and obvious adjustments may be a reduction in salary and benefits. But there are other viable components that encompass career identity. These can include the work environment and culture, social status, job title, familiarity with work tasks and expectations, close relationships with co-workers and autonomy.

These are some suggestions to help ease the pain of adjusting into a new career:

##### ***Join professional memberships***

A majority of careers have one or more associations dedicated to professional development. The associations provide up-to-date information regarding current topics and trends through you monthly or quarterly publications. As an added bonus, you can include your professional memberships on your resume.

##### ***Attend association meetings and conferences***

Attending association events is an excellent source of information on specific topics. Recognized leaders in the industry usually conduct them. In addition, it is a tremendous opportunity for someone to meet and talk with others in the profession, establish contacts and develop a professional network.

##### ***Continue formal education***

Continue your formal education. For potential employers, it is an indication that you have a commitment to a new career. For certain professions, additional education may be a necessity for required credentials. It allows you an opportunity to meet others with similar interests and goals, and extend you network through the instructors who are currently working in the field.

##### ***Develop a support system***

One of the challenges of a career change is the lack of support you may experience and a feeling of isolation you may encounter with the decision to make a transition. At a time when it is essential to have a support system, sometimes those closest to you are not in alignment with your decision. It is helpful for you to develop an extended support system. It can include people who are in a similar situation or with whom you can safely share you

experiences and minimize your vulnerability.

### **Trust the process**

You may be overwhelmed and intimidated with the work involved and perceive minimal rewards for your efforts. You can get frustrated, discouraged and possibly suspend your goals. Major transformations do not take place overnight and it will take some time before you are assimilated into your new career. Career changes are not simple: they create stress and require major adjustments. With patience, hard work and perseverance, the career identity crisis can be transformed into the rebirth of a new career.

(From an article by Betty Boza).

## **2. Websites For Tracking Down Managers and Key Decision makers**

Research firms can be a source for tracking down key hiring managers or decision makers in a job search. Here are several firms that can help:

Professional Research Services – <http://www.prs1.com>

Search Link – <http://www.search-link.net>

HTC Research – <http://htcresearch.com>

The Carlson Research Group – <http://www.carlsonresearch.com> >

ATM Executive Research – <http://www.atmresearch.com>

Kennedy Information - [www.kennedyinfo.com/](http://www.kennedyinfo.com/)

RW Stearns - [www.rwstearns.com/](http://www.rwstearns.com/)

James Duran Human Capital Partners - [www.duranhcp.com/](http://www.duranhcp.com/)

Redmond Research - [www.redmondresearch.com/](http://www.redmondresearch.com/)

## **3. Your Next Chapter**

The demographics of the national workforce are changing! This change may help you request a more flexible work schedule or increase your value to an employer.

According to the Employment Policy Foundation (EPF), there will be 4 million more jobs than workers by 2011. That gap will get bigger for many years after that. By 2030, there could be 35 million unfilled jobs. What's causing this large gap?

There are about 76 million baby boomers, born between 1946 and 1964. In 2011, the oldest boomers will turn 65, an age when many will begin to retire. There are only 45 million in the next generation, often called the baby bust or Generation X. That leaves a gap of more than 30 million people. Of course, not everyone in a generation works. But it is a good bet that there will not be enough workers to fill the needs of companies.

(From AARP article, 4/20/04)

## **4. Success Story**

## *Full Circle*

By Mike Dyslin

With a 20+ year career in IT, I thought finding a new job would be relatively easy. Sure, I had heard the job-finding stories from friends in other industries, but then they were saying those same things in the 80s and 90s. Surely an IT generalist with management experience would be a desirable commodity. That was January of 2004. This is my story through today.

### January-May 2004

The first months took some getting used to. I was quickly learning that recruiters no longer return calls or emails. Sometimes they would return my call, but I quickly learned that they were looking for very specific skill sets that only a very limited few could have. Why? Because the few companies that were hiring could get reams of resumes from the usual Web-based sources. They only outsourced to recruiters the very difficult-to-fill positions.

### June-July 2004

Enter Randy Block. (BTW this is not a commercial... just the facts). He assigned me a new job -- to build and nourish a network. While doing that, we looked at skills and talents. Nothing surprising: teamwork, decision making, computer literacy, negotiation, dealing with ambiguity, strategizing, analyzing, working with numbers, planning/organizing, evaluation. As we began to talk, a profile began to emerge that I had not been aware of or promoting.

One of the big breakthroughs for me was realizing that being over 50 meant contracting. So I reviewed the contract positions on Dice, Monster, and Hotjobs. Clearly there were/are PM positions for specialists and those with certifications (PMP). And there was this new thing called IT Auditor for Sarbanes-Oxley. Friends all cautioned me about going down an unknown path. But the more I researched, the better this looked. For one thing it was all new, and IT generalist was the desired skill set. With some coaching help, the resume was redone to emphasize audit (some HIPAA experience) and natural talents.

### August 2004-To date

Contract as Lead QA Sarbanes Oxley IT Auditor at Boeing in Long Beach. Yes, it means travel, but a paycheck is much better than a transfer. And the best part is that I'm back in the game. Let me explain.

The work requires someone who can read, write, analyze, speak mainframe and client-server, negotiate and influence. Remember how Y2K had a finite deadline? Sarbox is being slowly but surely rolled out. There are extensions for filings this year to the 4th quarter. But next year it is on, and it will have legs as companies deal with the issues it brings out and begin remediation. In addition, as HIPAA has shown, it will touch all the vendors of the publicly traded companies.

I predict that there will be new emphasis on the role of IT auditor -- not as whistle-blower --

but as “value added” to the business process. The public markets will demand that. The generalist has a bright future. The cycle has come full circle.

## 5. Humor Department

Interviews where the following *actually happened*:

A job applicant challenged the interviewer to an arm wrestle.

Interviewee wore a Walkman, explaining that she could listen to the interviewer and the music at the same time.

Candidate fell and broke arm during interview.

Candidate announced she hadn't had lunch and proceeded to eat a hamburger and French fries in the interviewers office.

Candidate explained that her long-term goal was to replace the interviewer.

Candidate said he never finished high school because he was kidnapped and kept in a closet in Mexico.

Balding candidate excused himself and returned to the office a few minutes later wearing a headpiece.

Applicant said that if he were hired he would demonstrate his loyalty by having the corporate logo tattooed on his forearm.

Applicant interrupted interview to phone her therapist for advice on how to answer specific interview questions.

Candidate brought large dog to interview.

Applicant refused to sit down and insisted on being interviewed standing up.

Candidate dozed off during interview.

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The employers were also asked to list the "most unusual" questions that have been asked by job candidates:

"What is it that you people do at this company?"

"What is the company motto?"

"Why aren't you in a more interesting business?"

"What are the zodiac signs of all the board members?"

## **6. Words that Inspire**

"To strive, to seek, to find, and not to yield".

--Lord Alfred Tennyson

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

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