



Randy's Work *and You*

September Edition

Dear clients and colleagues,

Interesting projection...

Salary Survey Predicts Increases:

Employees in health care, management, security, and transportation will receive the highest salary increases next year, according to a survey by the Economic Research Institute. When comparing average salaries for broad job functions between 2005 and 2006, the survey found that:

- Executive salaries increased 8.7 percent, from \$99,991 in 2005 to \$108,710 in 2006
- Middle management salaries increased 5.6 percent, from \$67,071 to \$70,826
- Professional salaries increased 4 percent, from \$61,728 to \$64,169
- Clerical salaries increased 2.3 percent, from \$24,582 to \$25,152

Source: *Business Examiner Daily*, August 18, 2006

ANNOUNCEMENT:

"NOW WHAT?"

Are you thinking of making a big change in how you make a living or how you live your life? Are you looking for just what may be holding you back?

I am now a licensed "Now What?" coach. In just 90 days, you can have a new life direction. It is a concrete and time bound process for finding a new path.

After all, as my teacher Laura Berman Fortgang said, ***"It's not what you do, it's who you get to be."***

For more information hit the reply button and type NOW WHAT in the subject line

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

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This month's topics:

1. **The Seven Tips To Starting a New Job Successfully**
2. **When Working at Home Doesn't Work Anymore**
3. **Boomer Corner-- Maybe you'd like to take six months off every year—with benefits**
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1. **The Seven Tips To Starting a New Job Successfully**

By Randy Block

Congratulations!

You have accepted a new position. All of that work of looking for a job has paid off, handsomely. Take a breather.

Now, it's time to switch gears. Your next objective is to integrate yourself into the new organization.

1. Day one--maintain old contacts

Say thank you. Contact all the people who helped you get the new position. Often people don't make this effort because they feel they'll be in the new job for a long time. But today, when the average American changes jobs every four years, the odds say you're going to change jobs again soon. You need to keep the network alive!

2. Avoid "big projects" for the first three months

On your second day, you think: "Here comes a big project! I'll take this one on and really impress them!" This is a mistake that many people make in the first three months of employment. It's critical that you acquire knowledge about the system, and the people. You cannot comprehend the implications yet of certain decisions you make. Your company isn't going to expect you to know everything in the first couple of weeks. Take your time to learn how things work.

3. Get to know the stakeholders

There are those who have a huge stake in your success. And they don't necessarily have a fancy title. Find out who they are. Ask for their support and offer yours to them. Start the bonding process.

4. Identify priorities and challenges.

Most of the world's unhappiness stems from the unmet expectations. Develop a plan that demonstrates how you will address your most critical challenges and the time frames that you expect completion. Communicate this with your boss.

5. "Things are going wonderfully"

Do not share any concerns or misgivings about the job. Even if your boss appears to be going back on a promise, be careful. So when the boss (or anyone) asks you in the first three months, "How is it going?" The only satisfactory answer is "Things are going wonderfully". You are still learning.

6. Give precise meaning to your job.

When asking for information, listen carefully to the input offered by your fellow employees regarding ways to add more value to your new employer. Ask the question 'How was this job done before?' This will give you insight into how you, might achieve some 'early successes'.

7. Keep managing your career.

It's understood that no one is going to watch out for your career but you. Setting vision and long-term goals is critical in the career management process. This certainly comes into play when projects come up. If a project fits into your long term career plans, then do it. If not, then gracefully decline (you are "too busy"). The more proactive you in taking on assignments that help you achieve your career goals, the quicker you will attain them.

Final thought, *have fun!*

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Randy brings expertise in executive search as a certified career coach. He has guided all levels of professionals in the areas of career transition: changing careers, choosing a career direction, evaluating/negotiating offers, executive career marketing, finding jobs, getting organized, as well as finding opportunities for self-employment, freelancing and consulting. He holds an **IJCTC** certificate from the Career Planning and Adult Development, a **CCMC** (Certified Career Management Coach) from Career Coach Academy, a **PCRC** (Professional Certified Retirement Coach) from the Retirement Coach Institute

and certified coach for **Now What? Life Blueprint™ Training**

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2. When Working at Home Doesn't Work Anymore

By Sue Shellenbarger
From The Wall Street Journal
August 28, 2006

It didn't take Tony Bono long to figure out he had a problem with telecommuting: "My mailman was scared of me," he says.

A new job assignment had led him to start working from his Cherry Hill, N.J., home. But Mr. Bono soon grew so lonely that he found himself waiting for the mailman each day and racing to greet him: "Hey! Hi, Tom, how are you doing? Want to come in and have a drink?" Mr. Bono recalls saying. He wasn't surprised when the postman started avoiding him.

It's an ironic twist on corporate America's march toward telecommuting: A small but significant number of foot soldiers dislike the trend. As more employers encounter work-at-home employees who yearn for a cubicle again, a few are developing specific strategies to help.

Driven by employer real-estate cutbacks, commuting hassles and evidence that telecommuting can keep companies operating in disasters or pandemics, companies are embracing "telework" -- a term that encompasses working not only from home, but from the road or satellite or client offices. Full-time employees who work from home at least one day a month rose 30% to 9.9 million between 2004 and 2005, based on a random survey of 1,003 adults by Dieringer Research Group, Milwaukee, for WorldatWork, a Scottsdale, Ariz., human-resource organization.

A large majority of workers like working from home because it offers flexibility and reduces commuting costs and hassles. (As a longtime telecommuter, I am among them.) But the very perk that so many people covet in their quest to balance work and personal life is anathema to others. Among office workers who could telecommute if they wanted -- that is, who have jobs or employer policies that permit working from home -- 14% want to stay in the office, says a 2005-2006 survey of 1,015 adults by the University of Maryland's Robert H. Smith School of Business.

Increasingly, some employees "feel it's to their disadvantage to work from home," says Elliott Masie of Masie Center, a Saratoga Springs, N.Y., technology think tank. Many worry about missing advancement opportunities; others suffer from a lack of space, quiet or needed office-support services at home, such as copying or shipping.

Mr. Bono, a manager of employee-training programs, is a former pro indoor-soccer player who is accustomed to seeing his teammates, reading physical cues and keeping set start-and-stop times. After seven years working in an office for his employer, "I had no idea" how challenging it would be to move home two years ago, he says. He eventually made it work by building ties with co-workers through instant messaging and developing a daily routine. But he still goes about once a month to his employer's closest office 45 minutes away, to work from a cubicle. "It's nice to have a little more structure, to see people doing work," he says.

When Carol Bleyer started working from home in 2003 as part of a telecommuting pilot at McKesson Health Solutions, a Broomfield, Colo., care-management concern, she was excited. But soon, she felt a loss: proximity with friends, says Ms. Bleyer, a registered nurse who provides disease-management services. She'd had "a lot of camaraderie, and suddenly it wasn't there," she says. Also, she was frustrated by home-office technology glitches during the project's start-up.

A few companies are figuring out how to help. With 40% of its 330,000 employees working at home, on the road or in customers' offices on any given day, International Business Machines found in internal studies in 2002 that only about half were happy in their jobs. Many felt they were missing advancement opportunities, mentoring relationships and co-worker and community bonds, says Dan Pelino, an IBM general manager. "When someone spends more than three days by themselves at home, they become somewhat disconnected," he says. Internally, "IBM" had come to mean, "I'm by myself," he says.

IBM set about rebuilding workplace culture. The company last year began pouring new resources into the "IBM Club," an 80-year-old employee organization that had shrunk amid 1990s spending cuts, revitalizing it as a vehicle for employee sports leagues, parties and networking; membership has grown to 90,000. Managers started "speed mentoring," gathering employees in small groups with a senior manager for advice, says Monica Chambers, a human-resource manager. IBM also expanded and improved satellite offices as a place to meet and use support services. (Moves like IBM's are fostering a boom in leased satellite and temporary office space.) Morale ratings rose 28 percentage points over 18 months, with 78% saying they were happy in their jobs, Mr. Pelino says.

When Ms. Bleyer realized home-based work wasn't for her, McKesson brought her back to the office, reassuring her she wouldn't be penalized, says Mike Modiz, a vice president; she continued to work in the office for two more years. By last year, the balance had shifted, and most of Ms. Bleyer's office friends had joined the 650 of McKesson's 750 nurses and other managed-care employees working from home. Motivated by health problems, she resumed working from home and learned to enjoy socializing online. Now, she likes it, and credits McKesson for the patience needed to help her adjust.

Other companies are retraining employees to work together online. Karin Levitt, director, organizational development, at Computer Sciences Corp., El Segundo, Calif., trains home-based managers to "tune into different ways of reading" co-workers by phone or instant messages; a participant's long silence in a teleconference, for example, signals a need to check in and ask why. Her eight-member team, scattered across six states and Canada, holds virtual baby showers and, last December, organized an online holiday party, sharing family slides and playing games while munching snacks at their desks, Ms. Levitt says. "It was great fun" and brought the team closer.

3. Boomer Corner: Maybe you'd like to take six months off every year—with benefits

Maybe you'd like to take six months off every year to spend the winter in Florida, but then work the other six months and not lose any benefits in the process?

Here are the top employers for the over-50 crowd as rated by the AARP:

<http://tinyurl.com/0>

4. Success Story

From Po Bronson's book "*What Should I Do With My Life?*" (Highly recommended)

Rick Olson

He was a corporate lawyer specializing in radio station mergers. He was good a closing deals but was terrible at bringing in new business. He'd been passed over for partner several times. The hours were long and he just didn't enjoy it anymore. He had a permanent "edginess" to him.

He was divorced with a seven-year-old son he saw on Saturdays.

One day his son asked him about why the rivers in their city flowed the way they did. He couldn't answer. He never noticed how the rivers flowed before. That stuck with him.

When he was particularly frustrated with being a lawyer, he often said: "I'd rather drive a truck".

He quit his job and became a trucker. Long haul trucking has cleaned up its act. Recruiting is aimed towards drivers who can handle the clients as well as the rig. CB's have been replaced with satellite computers and mobile phones now.

He loves his independence. "You are *never told* how to do your job," Rick says.

5. Humor Department: The heaviest element known to science

The heaviest element known to science was recently discovered.

The element, tentatively named *Administratium*, has no protons or electrons and thus has an atomic number of 0. However, it does have 1 neutron, 125 assistant neutrons, 75 vice neutrons, and 111 assistant vice neutrons, giving it an atomic mass of 312. These 312 particles are held together in the nucleus by a force that involves the continuous exchange of meson like particles called morons.

Since it has no electrons, *Administratium* is inert. However, it can be detected chemically as it impedes every reaction with which it comes in contact. According to the discoverer, a tiny amount of *Administratium* caused one reaction to take over 4 days to complete. It would normally occur in less than 1 second.

Administratium has a normal half-life of approximately 3 years. At this time, it does not actually decay, but instead undergoes reorganization in which assistant neutrons, vice neutrons, and assistant vice neutrons exchange place. Some studies have shown that the atomic mass actually increased after each reorganization.

Researchers at other labs indicated that *Administratium* occurs naturally in the atmosphere. It tends to concentrate at certain points such as universities, government agencies, large corporations, and schools. The element can be found in the newest, best-appointed, and best-maintained buildings.

Scientists point out that *Administratium* is known to be toxic at any level of concentration and can easily destroy any productive reactions where it is allowed to accumulate. Attempts are being made to determine how *Administratium* can be controlled to prevent irreversible damage, but results are not promising. They will, however, keep fighting to control the spread of this deadly element.

6. Words that Inspire

“Our doubts are traitors and make us lose the good we oft might win by fearing to attempt.”

---William Shakespeare

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