

April--it's job-hunting time for new graduates!



*HAPPY EASTER!*



As we head into mid-April, the job market is even more competitive with students anticipating graduation from university. New graduates may have started their job search long before Christmas, which has likely affected the job market. Graduates are vying for internships, which are in some cases, even unpaid, and are paving the way for some ethical debates.

For those who are seeking to gain experience, volunteering may be an effective way to build your skills, but it does little to pay the rent. Some graduates are going on to more specialized post-graduate programs, which means they need to find jobs to pay again for their tuition.

The point is that throughout our careers, whether we are entry level or mid level professionals, we need to indeed make sacrifices if we want to succeed. This could mean taking a part time job in the interim until a more suitable one comes along. We need to assess whether on the other hand, passing up a great opportunity can be afforded by months of searching for a more high paying position. Much income is lost in the months we do search for a position by passing up a viable position. We are continuously faced with a myriad of decisions- and sometimes there is no tangible compass directing us to what is the best decision at this time.

Pay attention to your gut instincts but also to the pros and cons of the situation, which will help you to make wise decisions. Every opportunity we encounter in networking and through our careers allows us to learn more, gain experience, and formulate insight through constructive criticism, which may help us to improve our professional lives.

Consider enlisting the help of a mentor or being a mentee, or asking for advice from a trusted professional on how you can improve your hard and soft skills. Consider job shadowing someone to see how they work and gain insight into your assets and weaknesses. We learn by doing and observing. Make a list of things you want to improve and then find ways to improve on your weaknesses and monitor your progress. This strategy enhances confidence!



When we are seeking a meaningful career change, we need to assess all our options and factors that come into play. Perhaps the career you are looking for may not accommodate family time. If this is important to you reassess all your options carefully for optimal balance!

### Career Exploration/Decision Making Time

Whenever you are faced with career exploration/decision making, you want to assess all your options and spell out your short term and long term goals. Visualizing a clear focus and stating one on your resume, will help you attain your goal. Employers seek candidates with a concrete goal in mind and who understand what they can truly offer the organization.

A ***Certified Resume Strategist*** can assist you with the Career Exploration/Decision Making process, not only through assessments but through helping to evaluate your options. Most often, we have more options than we think we do because we fail to consider all the possibilities! From experience, obstacles can be overcome, whether it is lack of Canadian experience, not enough education, or a certain skill that has not been clearly developed. Many of these goals are not fulfilled immediately, but they do not have to take years to develop either.

In fact, consider how your interests or extracurricular activities even professional affiliations have helped you to develop your skills and experience. Many clients are not even aware of their technical skill set and transferable skills.

When I assist graduates with making a decision concerning their career, I often look clearly into what their most treasured subjects are, their values, interests and goals, and what they want to do in their life. Most of us know our purpose but sometimes think that the job out there cannot

possibly align with this. Jobseekers tend to look for "just a job," and often forget about the meaning of a satisfying career and their innate purpose.

### Setting Career Goals

Writing down what you require in a fulfilling career, both short term and long term, is important to identifying your objectives. Today, we are not limited by choice, but often by our own thinking patterns and our ability to accept those choices or turn them down.

I often ask clients, "Why do you think the employer should hire you?" This is a question which stuns many as jobseekers are sometimes usually quick to say, "because I need a job and the pay is good." However, this question is asked in the interview time and time again– just in different ways and requires critical thinking and a bit of creativity. Assess what is your Unique Value Proposition and allow me to help you to define it because understanding this fact will hold the key to securing a successful position.



### Your resume- See yourself in a whole new light!

I have just finished helping a client (nurse) who commended me on helping draw out her strengths in the resume and finalize a "career change resume" that she had difficulty in redesigning for 1 year. Allowing a resume writing professional to transform your resume will help you see yourself in a new light--a different light. Every resume tells a story about you, your passions, your past, present, and even sheds light on your future path. There are distinct patterns that I look for when customizing your resume which reveal what areas you may excel in and your particular strengths and weaknesses.

Any obstacle or potential screening out factor can be thoughtfully addressed in the resume (recession, job restructuring, career gaps, relocating, or going back to school). What many clients fail to also see is that sometimes they are in the place they are supposed to be for whatever reason.. It is often later in their career that they see how their experience tied in together to help them further their goals.

**Change your perspective.**

If you are working in an environment that is less than desirable or somewhat stressful, see what you seek to gain from working in this type of environment and what strategy can you adopt to gain more empowerment. Assess your skills from one year ago and add on to that list. Be sure to have your resume updated, as your new skills will need to be highlighted. Formulate a new vision based on your skills, integrity, ambition, and achievements.

**Need Help with Job Search Leads?**

If you require further assistance in searching for new positions during your job search, ask me how I can assist with helping you target a focused job search and researching Job Leads that align with your career goals, interests, as well as qualifications.



**P.S. Remember to inform me about your career successes!**

*Ask me about my Spring specials. Customized Cover letter & Resume packages, Interview Coaching, and LinkedIn Profile specials are available for clients.*

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