

Spring is around the corner and may be blooming...Could it be time to do some reassessments of your career path?



Happy St. Patty's Day March 17!

Luck is really a matter of hard work and dedication meeting opportunity and good timing!

THINK SPRING!

March 20th marks the first official day of Spring. After the cold blistery days of a long winter, we are now ready to spring into a new season which means time to clean out the old and make room for the new.

Spring is a great time to clean out your files and start anew. Perhaps, get your LinkedIn profile updated, start networking with some new contacts, and have your resume polished. Since last Spring, you probably have considerably added to your skill set and want to ensure that the achievements on your resume get noticed!

Spring is a great time to accept a job offer!

Most jobseekers use their new resume to apply to many positions, but fail to do the most important thing they need to do along with applying – networking.



Opportunities for Job Leads

There is a much overlooked resource out there that many jobseekers fail to consider because they want to independently job search. Asserting your independence is an attractive asset, but teaming up with other professionals and jobseekers in your field will immensely capitalize on your efforts!

Do you know another professional in your field that is also looking for a similar position or shares your expertise? Consider meeting with this person and exchanging ideas and taking some notes. You never know where an opportunity can lead by tapping into the "hidden job market."



You may stumble across a volunteer or internship opportunity that can lead you to an exciting career job opportunity. This experience can also stimulate ideas towards an innovative direction within the competitive job market.

Being involved in your community shows leadership and team collaboration. Whether you are part of a charity or a social organization, it impresses employers and offers a valuable asset to have on your resume! Do not underestimate the power of your volunteering experiences, team-building, and extracurricular activities.

Building on your skill set is recommended, but without staying informed of the changes and trends in your field while being a part of an influential organization, you will miss out on interesting resources and tips for getting ahead.

Time to contact an agency?



Another way that many professionals are empowering themselves is by registering with a headhunter or recruiter that specializes in their particular field. Allow someone else to match your skills with the requirements that a particular employer is seeking. The jobs are out there, but sometimes jobs may be posted by a leading recruitment firm seeking a talented professional with your type of experience and diverse skill set.

Build a Portfolio

A prospective employer or hiring manager may want to see evidence of your AutoCAD designs, business strategies, teaching aids, theses, organizational projects, or creative marketing in a formal interview. Creating a portfolio of your work including a resume, recommendation letters, and interesting work that showcases your abilities is an effective tool for eliciting a job offer.

Interesting Facts About Interviews and Job Offers

An interesting article in The Hamilton Spectator advises jobseekers to take the job offer when presented. Diane Stafford writes: "You have to get out there and meet people. It takes an average of 16 interviews to get an offer. You can't just press a keyboard link and

think you've searched." While this may seem overwhelming, interviewing is a process that requires preparation, practice, positivity, and of course, patience.

Tony Beshara, a recruiter from a large staffing firm explains that many long term job hunters reject job offers. But the reality is this, as he puts it, the job market has changed and you are unlikely to replace what you lost. "Your odds of equalling your last position worsen the longer it takes to get an offer." (Stafford, Spectator, C10)

Think creatively about the possibilities!

Settling for less is not easy, but it may be better than taking no job. This opportunity could turn into a step up or a lateral move to a more desired job. Consider the fact that many skills are also transferable even through career transitions, which will aid you in your new career. Tony Beshara finds that many jobseekers though target inappropriate jobs, or are too laid back in their approaches, which often leads to ineffective results. It may be time to reconsider your job search strategy if you are not getting offers!

Spring- Time for a new perspective!

The winter months or approaching spring season may be quite busy for many industries. For those of you who have settled into a new or existing job, are you finding that you are getting overloaded at work or are putting in more time at work due to the errors of another co-worker? Are you discovering that your work environment in a noisy call centre is testing the best of your patience?

How do you handle stress ? Do you take deep breaths or do you just put up with your co-worker's blunders?

Re-evaluate the situation at work and then take some time to focus on alternative solutions. Rather than complaining about this issue to your boss, ask for assistance or suggestion. Brainstorm and find a win-win solution. Find out what works for you and then negotiate a compromise rather than letting the situation escalate until it becomes uncontrollable.

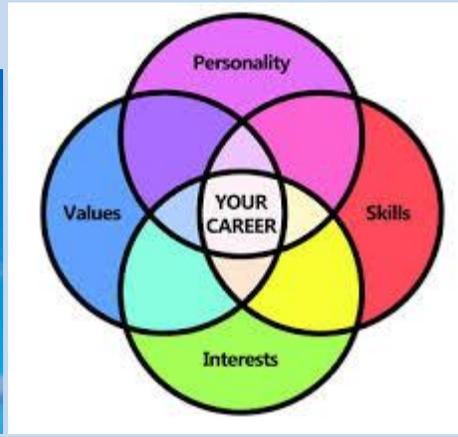
Observe other colleagues' work styles around you and how they manage stress. Watching how others deal with situations is a great learning tool. Understanding organizational behaviour and what makes employees remain highly motivated is the key to managing a successful work environment.

Remember: One person's "stressful situation" may be perceived as another's



golden opportunity...

or lucky break!



Take time to re-assess your career values and other criteria to ensure that you are on the



right track!

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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