

CareerNotes

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Priscilla

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ASK...

It's almost out now. By March, it surely will be. ASK... that book I've been talking about in my presentations and workshops for almost two years. By the time you read this, I may have copies in my hands.

It occurred to me about two years ago that a lot of what I was doing in my coaching practice, after helping clients figure out what they wanted, was teaching them to ask for what they wanted. Before starting Career Strategies, when I was in corporate human resources, I could sometimes maneuver opportunities for people or ask for them. As a human resources consultant outside of their organization, I had no such leverage.

Having worked for years in a corporate setting, however, I did understand the self-interests of managers and the constraints of organizational life. That made it easier for me than for many of my clients to figure out the right way to ask, the right person to ask, and the right thing to ask for. Once I got the hang of how to tell my clients to ask for what they wanted and needed, I found that it was a much more satisfying way for me to work, too. After all, there really is something to that teach a man to fish proverb.

I've put all this advice together in a short, easy-to-read book entitled ASK...How to Get What You Want and Need at Work. It includes lots of Career Strategies' clients' stories, like the two in this issue of Career Notes who did ask and what happened as a result. Not everything works perfectly. It wouldn't be true to real life if it did. The key is to improve your chances of happiness and satisfaction at work.

Because of the down job market, it's an important time for this book to be published. As Ted's story below illustrates, more companies used to be in tune with what their people wanted when the job market was tight. Now, it's your responsibility to know what you want and to make sure you ask for it. And if you are in the job market looking for work and you can't articulate what makes you different and valuable and you don't ask for the sale, you'll be beaten to the punch by someone who does.

So, take a moment to check it out. ASK... will be available through our website starting in March: <http://www.career-strategies.com>.

And best wishes to you for a happy and successful 2002!

WHAT'S NEW AT CAREER STRATEGIES

The Benefits of Being Laid Off

The second edition of this handy guide to the benefits you can receive when you are laid off is now available. Order forms are available directly from our website at: <http://www.career-strategies.com/Pubs.html>



"So You Want to Be in HR?"

Priscilla will be speaking at this free event sponsored by the Northeastern Human Resources Association (NEHRA) on careers in Human Resources on Tuesday, February 12, from 4 to 7:30 P.M. at the Radisson Hotel, Boston. For more information on this event, please contact NEHRA at: (781) 235-2900



For more information, please call our office at (617) 227-5517 or email us at: info@career-strategies.com

Success Stories

Some facts have been changed to maintain confidentiality

Ted Starts Over

Ted was at the top of his class in college when he graduated in 1998. He was recruited by several employers and had three job offers by January. His parents boasted about his hiring bonus and high salary and were pleased, but also a little shocked. They, and Ted, thought they had made all the right choices.

Ted accepted a job in financial services, and as friends of his were lured into the dot com gold rush, Ted received tantalizing offers to join them. His firm always came through with something to hold him in either an assignment or a raise. Ted's lifestyle moved up

Story continued on the back

Sheila Reassesses Her Career

Sheila had been very successful. She was a member of senior management. She prided herself on her business judgement, her product knowledge, and her superb management skills. People she had mentored were in wonderful positions all over her industry. Yes, she did know that the high tech company she worked for would be sold again. But in every previous merger, her reputation and her skills had preceded her. Each time, a new and bigger job was offered to her.

Now it was about to happen again. But this time she just didn't feel good about it. "I

Story continued on the back

Success Stories, Continued

Some facts have been changed to maintain confidentiality

Ted Starts Over

continued from front

to match his growing salary. Ted wasn't worried. After all, if something bad was going to happen, surely someone in a financial services job would know about it first.

Like the older workers with one-company careers in the recession of the '90s, Ted just couldn't believe it when he was laid off last November. He was furious and scared at the same time. What had he done wrong? What in the world was he going to do now?

Slowly and steadily he is orienting himself to the new job market. He is learning what makes him happy and successful at work. He is no longer just the smart kid with the good grades; he knows what he has to contribute.

Now Ted is working at something even harder for him — asking for help with his job search. He has always been the person everyone else counted on. He had been the person who had made all the right choices. Learning what to ask for and whom to ask is a new experience for him. But he's doing well and getting interviews. He'll have a job by the end of February. It might not pay what his old job did, but he'll be happy and successful.

"You'd think that anyone in my line of work would know that there is such a thing as the business cycle. Well, I guess I did know about it. But actually experiencing it is something else."

Sheila Reassesses Her Career

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was acting as if everything was just great, but on the inside I was miserable. I felt it was all wrong, but I didn't understand why."

Sheila decided it was time to take a good look at herself and what she wanted next. She had always taken every opportunity that was offered her. She worried that she might be thought ungrateful when so many people were being laid off, even in her own firm. But she persevered and came up with a clear statement of her core competencies. Then, she understood she couldn't stay and she knew why.

"I'm just too much of an entrepreneur. How could I ever work for those guys in the big acquiring company with all their procedures and bureaucracy? I know they think they want me now. But after they get to know me, it's just not going to work. It's time for me to find a job and a company that fits me."

With the pressures of the job and the merger looming, there was no way that Sheila would be able to put in the time a real job search would require. Besides, she was too well known. Her new company would feel betrayed or at least held up for a bigger salary. She had to ask to be laid off.

Sheila prepared this presentation as if it was one of the most important presentations in her life, which of course it was. She did everything according to the ASK... rules. She determined whom to ask and when. She analyzed carefully the self-interest of her manager, her firm, and the acquiring firm. She came up with a package that was reasonable for the circumstances and included in it how she would manage the fall-out from her decision to leave.

After a bit of negotiation, she made it happen. Now, at the peak of her career, Sheila has the time and financial support to make her dreams a reality.

Change of Address?



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