

CareerNotes

The Newsletter of Career Strategies Incorporated

Vol. 14, No. 3, August 2002



Priscilla

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Opportunity

It's hard to see it, but it's there. The opportunities are not the same as they were two or three years ago. The "obvious next steps" that were around before just aren't there now. But that doesn't mean that there are no opportunities. There just aren't standard opportunities — for both organizations and individuals.

Within organizations, the complaints are: "I can't hire anyone, so we are all working too many hours and burning out."; or, "We wanted to start this new initiative, but I can't hire the vendor I need to help me with the technical part of the project."; or, "Senior management is acting scared all the time. They are either paralyzed or micromanaging."

For people looking for work, complaints are: "No one will even talk to me. Companies who are hiring can be really rude to people looking for work."; or, "I'm going to have to take a step back in either salary or title. What will that look like on my resume?"; or, "People tell me I'm too (old, young, experienced, inexperienced — fill in the blank.)."

The noise from the complaints is actually obscuring the opportunities out there.

You can see them if you pay attention. They are just different opportunities from what you thought they were. The big opportunities are there for changing how you do business, for

changing your skill set, or for doing something different or the same thing in a different way. Here are some examples:

Within organizations:

The department with burnout potential borrowed a priority-setting process from their IT group and made it stick.

The HR VP without the budget for vendors is focusing on developing her staff and using tuition reimbursement to expand her own skills.

The scientist with insecure senior management is volunteering for a new project that would stabilize a portion of the business.

For people looking for work:

A copywriter who was laid off has taken the time to finish his master's degree and get his articles published.

A big-firm consultant who was laid off has started art classes and is considering a different career.

Article continued on the back.

WHAT'S NEW AT CAREER STRATEGIES

**Ask... workshop
in October —
Mark your calendar!**

**"How to Ask...
for What You Need...
and Get 'Yes'
for an Answer"**

Based on the book, *Ask...How to Get What You Want and Need at Work*, by Priscilla Claman, this half day workshop will teach you a new approach for getting what you want from your job. This includes knowing what to ask for and how to ask for it, what the right timing is for asking, and how to overcome the normal reluctance to step forward.

Thursday, October 3
(half-day)
Room 302,
John Hancock
Conference Center,
40 Trinity Place, Boston

\$90 per person.
Refreshments and a
copy of *Ask...* included.

Please call or email us at the address below to register or to ask questions about the event. Registration is on a first-come, first-served basis. Payment must be made in advance.

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

Fred Makes a Different Choice

"What I have seen in the hiring process in the last six months hasn't been pretty. People tell me I'm a finalist and then never return my call. People changed the requirements of the job and never let me know. People cancel meetings without warning, make you wait hours, ask you rude questions. They act as if they don't want to hire anybody."

"I never imagined it would take this long. I've been up for a lot of the top jobs, but I've

Michelle Makes an Investment

"I feel as if I'm rebuilding my desktop. You know what I mean?" Michelle had a great marketing career in the dot com world until it all crashed around her last year. Like many people who work for companies that implode, Michelle's colleagues ended up all over, employed and unemployed. That left Michelle with an instant network. That network and her own self-analysis helped Michelle conclude that she had moved so fast up the ladder that

Success Stories, Continued

Opportunity

continued from front

Fred Makes a Different Choice

continued from front

picked this one instead. Yes, it is lower in title and the pay isn't as good, but the people there really want me. I believe I can really make a difference there. And what is more, it's a great organization with a great reputation, nothing scuzzy or shady about it. What could be better? I'll give the ambition thing a rest for a few years."

Michelle Makes an Investment

continued from front

there were skills and knowledge that were missing from her resume.

Instead of waiting for the next job to make some changes, she used her own resources to sign up for courses in financial analysis and for technical conferences in her field.

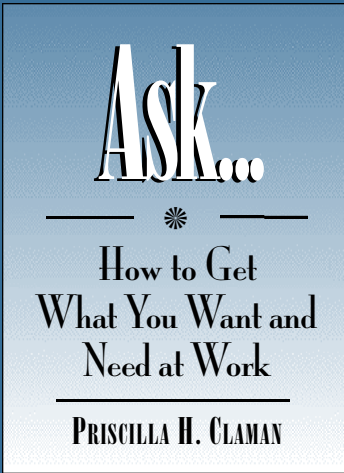
"I am the kind of person who gets very wrapped up in my work. I just don't feel I have time to do these things when I have a job. So I have to do it now. It's an investment in my future."

As luck would have it, a contact from one of her classes helped her find some contract work. "I'm not worried. This may turn into a full-time job or it may not. But I am happy and learning. I'm earning almost what I did before. And I know what I'm offering future employers is a whole new set of capabilities."

A financial analyst whose dream was being a fund manager is looking for a different job with a focus on customer service.

The CEO whose company failed has decided not to build that big house but to spend some extra time with his kids.

What are the opportunities that you have now that will disappear when the economic climate changes? They are there if you look.



Ask...

How to Get
What You Want and
Need at Work

PRISCILLA H. CLAMAN

Available through
www.career-strategies.com/Pubs.html
 and from Amazon.com.
 You may also order by
 phone or email.
 Copies are \$14.95
 (MA residents please add
 5% sales tax).
 Copies ordered in
 conjunction with Career
 Strategies workshops are
 \$7.50 each.

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