

(on being prepared) Are You Ready?

**Ready to Bail**

Two reports released Tuesday, November 17 put hard numbers on the degree to which workers today are discontented in the wake of company decisions to cut staff, freeze salaries, and take other business-related tactics during the recession of the past year.

Sixty percent (!) of employees intend to leave their firms as the economy improves next year and an additional 27 percent are networking or have updated their résumés, according to a survey of 904 workers in North America by advisory firm Right Management.

What's more, a study of 1,627 employed executives from consulting firm Finnegan Mackenzie and business network ExecuNet found that more than 90 percent of executives would take an executive recruiter's call and more than 50 percent are looking for a new job.

Hmm...it appears that a lot of working folk are disgruntled with, or disapproving of, their workplace. (What I can't fathom is the short-sightedness of the corporate leaders who drive agendas without considering the related negative impact on staff. But that's a matter for another newsletter!)

So, how are you feeling about work?

Are you seeing things at work that make your ethical antenna quiver with abhorrence? And what are you doing about it?

I certainly hope that you aren't sitting tight, hoping that no one notices you, and so hope to be spared the axe. That doesn't work; in fact, you appear to be quite dispensable. Here are some proactive ideas for either avoiding being cut, or for preparing for a cut. Either way, you will feel more in control.

Prepared and Ready for ... Whatever!

To paraphrase Dorothy from the Wizard of Oz, "Things change so quickly these days." **Ongoing learning and training** is always a good idea, and more and more necessary. Check out online credit courses at OntarioLearn.com. Almost anything you wanted to study is now available at home — on computer, in your jammies, music playing — what could be easier?

Networking (who you know) has taken on new energy with social media and professional on-line possibilities. That six degrees of separation is also possible to establish in your home — easy to get connected through LinkedIn or Facebook. Did you know that up to 80 percent of recruiters are "googling" applicants' names to help condense their choice of interview possibilities? Get educated on social media and other networking strategies.

Be proactive with an **updated resume**. You simply never know when a "dream job" will come up, or when one of your new LinkedIn contacts asks for your resume to share with someone in his or her company for a position that you sound ideal for!

And finally, polished **interview skills** can make or break the job offer. Be ready to clearly zero in on your value to a potential employer, and to articulate that value with power and authenticity.

I am now offering a **one-hour session on interview strategies**. Recent successes include an HR Director who landed two job offers, and a Health Care practitioner who landed her first managerial role with a prestigious Canadian hospital. Amazing what a bit of **strategic knowledge** can do! If you're curious, give me a call or send an email.

With this holiday season, I wish all the very best as you travel to visit friends and family — go easy on the eggnog and heavy on the fun! —Stephanie