

## **FEBURARY MIDLIFECAREERS NEWSLETTER**

There is nothing better in life than good people. My enjoyment of what I do from resume writing to coaching is the experiences that I share with all of you.

February newsletter is about:

**Heart – For Valentine’s Day ...and  
Honesty – for George Washington’s Birthday:**

**Heart:** Whenever, I take information from a client, I always pay attention to an important question that I ask:

“In your present job or any job in the past, what do you or have you done that makes you lose track of time?”

I add that I don’t want an answer that is a workaholic type answer, but truly just want to hear about something they do that they enjoy so much that they lose time doing it, and almost feel guilty that they have let time slip past.

I carefully note whatever they answer as a talent. For instance, someone in sales may say that they forget time when they are interacting with clients, another may say that number crunching makes them lose track of time.

Greeks have two words that mean time, one (1) --means time, by hours, minutes, and seconds and (2) the other means time ---- creative time. It is the creative time, the one that causes time to stand still that I am looking for. When I tap into this rich resource, I have tapped into one of my client’s talents.

Staying true to your talents is managing your career from your heart. Leading with the “true loves” of your skill sets you can’t go wrong. You just simply grow and flourish.

**Honesty:** Now staying honestly in touch with what you love to do is the key to a successful career.

- What is it you love to do?
- And are you doing any of that --- the **THINGS YOU LOVE** in your present position?
- Would you like to make a change?
- And what is holding you back?

**Permission Slip to Visualize~~~~~  
Visualizing your ideal work – If not now then when?**

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I am busy here writing the Retirement Careers Web Site dedicated to those of you who want to continue or start new careers. There are many of you in boomer generation heading toward a retirement age, who feel as if you're just getting started and have no idea of retiring in the sense of quitting.

I will also offer in April a free teleseminar. If you are interested in receiving information and the bridgeline to pick up your phone and listen – or join in the discussion on problems and solutions of retirement careers, please let me know, so that I can keep you informed.

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<http://www.nwitimes.com/articles/2006/02/15/business/business/c92d9f265c74cbad86257115007a95fd.txt>

**Booming all over again  
Mid- to later-life career changes on the rise**

BY KELLI GAVANT  
Medill News Service

This story ran on nwitimes.com on Wednesday, February 15, 2006 12:39 AM CST

Baby boomers are approaching 60, but many in the "gray-hair market" are not planning to retire any time soon. That doesn't necessarily mean they intend to stay at the same job until they do, however. Mid- to later-life career changes appear to be on the rise.

**Please read – I am a contributor to the article☺**

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**STATS, SITES & STUFF**

**Reported to Career Masters Institute and re-reported to you: (Thanks to Kathy Bitschenauer of New Pathways Career Coaching in Puyallup, WA for her excellent contributions to Stats, Sites & Stuff: )**

~~~Stats~~~

**Resume Response Survey:** In response to the question, "What is your company's practice for acknowledging resumes?" here's what companies said:

35%: We acknowledge all the resumes that we receive

39%: We can't possibly acknowledge all the resumes we receive--we are inundated with resumes

14%: None of the above

Total respondents: 672

Source: Workforce Week Newsletter, 2/7/2006

### ~~~Sites~~~

**The Yoh Index of Technology Wages** presents a current view of the changes in employer demand and supply of technology workers nationwide. Indexed to January 2001, the *Yoh Index of Technology Wages* was first introduced in January 2003 and is released quarterly. The employment markets covered by the *Yoh Index of Technology Wages* are:

Aviation;

Engineering;

Information Technology;

Manufacturing; Scientific;

Telecommunications Utility

Recent quarterly report: "Tech Wages Hit Highest Level in Five Years during Fourth Quarter of 2005"

The web site serves *job seekers* with a database of contract and direct hire positions by position and location, focused services provided by specialty divisions, and career resources. It also assists *employers* by offering high-impact talent and outsourcing services.

### ~~~Stuff~~~

**The Right Way to Pick an Employment Web Site:** With over 40,000 job boards now in operation and more setting up shop every day, making the right choices can be difficult ... unless you know the right way to do so. Here are six criteria to consider when you are evaluating the potential usefulness of a job board. These factors address only their capability to support a job search:

**(1) Visibility in the right places:** The right places are about employers--the ones for which you want to work. :They should be appearing in the trade publications that serve those organizations, on the Web sites that cater to their industry's human resource professionals and recruiters, and at the conferences that their hiring managers attend. Results count. Search each site's job database with the names of the employers for which you most want to work and compare the count at each site. The right places will have the best results.

**(2) An inventory of the right opportunities:** Inventory is the key to success at a job board--the greater the inventory of jobs, the better the chances of employment for you. To determine which sites have the right inventory, search the job database at the sites you

have under consideration using your field or position title (e.g., finance, sales, editor, project manager) as the search criteria.

**(3) Opportunities at the right level:** You can waste a lot of time looking at openings that are too junior or too senior for what you are qualified to do. Unfortunately, employers often do not include the salary level of a position with their posting, so sites usually cannot provide that information. Most sites post positions that cover a broad range of compensation, but not specific salaries for job postings. A useful resource you can check is *WEDDLE's 2005/6 Guide to Employment Web Sites* (available at: <http://www.weddles.com/jobcatalog.htm#guide>).

**(4) A downright easy way to look for a job:** Since the best jobs come and go at warp speed, it's important to check the job inventory at the sites you select every day. How can you do this while working or searching for a job? Use a job agent. About 40% of all job boards offer this feature, so it's yet another criterion you can use to separate the right sites for you from all the others. A job agent is a free service that will match your specified criteria (for the kind of job you want) to all of the jobs posted at a specific site every day.

**(5) The right kind of resume database:** With the widespread publishing and identity theft occurring online, it's unwise to post your resume in a publicly accessible resume database, especially when you're going to include your home address and telephone number on that document. There are two ways you can protect yourself. First, replace your home address and telephone number with an e-mailbox and cell phone number. Second, use a resume database that will remove your contact information from your resume and only release it to an employer after you have given approval to do so.

**A commitment to doing the right thing:** You can take all of the steps outlined above and still see your job search fail, if the sites you select aren't doing the right thing. While there are many reputable job board sites, there are also many that don't report data accurately, don't operate according to established business norms, sell your private information to marketing companies, or take your money for services they don't perform.

How can you be sure you are on a reliable and reputable job search site? One way is to look for the logo of the *International Association of Employment Websites* (<http://www.employmentwebsites.org/>) on the sites you are considering. It's the trade association of job boards, and its members commit to adhering to the highest ethical and business standards.

Source: Weddle's Newsletter ([www.weddles.com](http://www.weddles.com))