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# The Career News

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The Latest News, Tips and Tools For Your Career

## **2005: The market belongs to job candidates**

Abridged: The Mercury News

DALLAS, TX -- It may not look like it now but the job market is moving from the employer's to the employee's favor. Baby boomers are starting to retire, leaving not only fewer workers to replace them but workers with less education and training. The U.S. Bureau of Labor Statistics projects a shortage of 10 million skilled workers by 2008.

In fact, study after study shows that as soon as the economy gets itself together, many people plan to shop around for new jobs. They'll leave the first chance they get, according to the staffing agency Spherion. The reason is simple: Many employees are mad. They're furious and fed up at the way their companies have treated them during the recent downturn. Mass layoffs and health care cuts in the name of profit haven't exactly engendered trust.

Experts say that if companies don't start being nice instead of naughty -- they're going to regret. "As companies do better, employees are going to go: 'We helped make this happen. Remember us?'" said Roger E. Herman, a strategic business futurist with the Herman Group in Greensboro, N.C. "Right now, they feel screwed," he said.

### **Job Seekers: know thyself**

[George Blomgren](#), Tips From An Employer

MILWAUKEE, WI -- As a job candidate, if you have a solid grasp on your skills and interests, you understand your qualifications and realistically know what value you offer, you are inherently better able to describe and sell yourself to a prospective employer. Indeed, this type of self-insight is quite impressive in its own right.

In contrast, candidates who lack self-insight often fail to explain why they are the right candidate for the job opening. Or, worse yet, they don't see they are the wrong person for the job -- consider a social butterfly applying for a data-entry job or a painfully shy candidate applying for a sales position. These candidates are trying to sell a product (themselves) they clearly don't understand.

Some people naturally have an accurate and meaningful

understanding of themselves. Others don't. Formal assessments (such as [MAPP](#), a free tool from Assessment.com) can help you gain both self-insight and a structure and vocabulary to present it. This may be the edge that gets you hired.

## **New Year's Resolutions Survey: 59% plan switching jobs**

Abridged: Boston.com

BOSTON, MA -- Buoyed by an improved job market, a lot of US workers will be looking for new work in 2005. A Monster.com survey of 8,044 reveals that 93 percent of the respondents plan to job hop, starting in January. "The US job market has shown steady expansion throughout the year, and these poll results show that Americans are ready to take advantage of this improvement," said Jeff Taylor, founder of Monster.com.

When asked to describe their most important New Year's resolution, 59 percent of the respondents said, "Get a new job." When asked whether they would like to make one New Year's resolution about work, 46 percent said they would like to find a new job and 33 percent said they would like to switch careers.

CareerJournal, an online career service sponsored by The Wall Street Journal, says workers whose New Year's resolution is to find another job or launch a new career should work to improve their chances by learning new skills. "Rather than focusing on the outcome of finding a new job, set interim goals that are easier to achieve," says Tony Lee, editor in chief, CareerJournal.com.