

Intern Expert Retirement

THE CAREER CONTINUUM

PAM LEFKOWITZ, OWNER PAM@CORECOMPUTING.COM
CORE COMPUTING TECHNOLOGIES, INC. @ALWAYSDNS

We'll talk about reasons to stay and reasons to leave, we'll discuss strategies for being successful no matter which of those you choose. We'll talk about the symbiosis between job and personal (and for some of us there's very little difference).

THE SIGNS

How do you know when it's time to go?

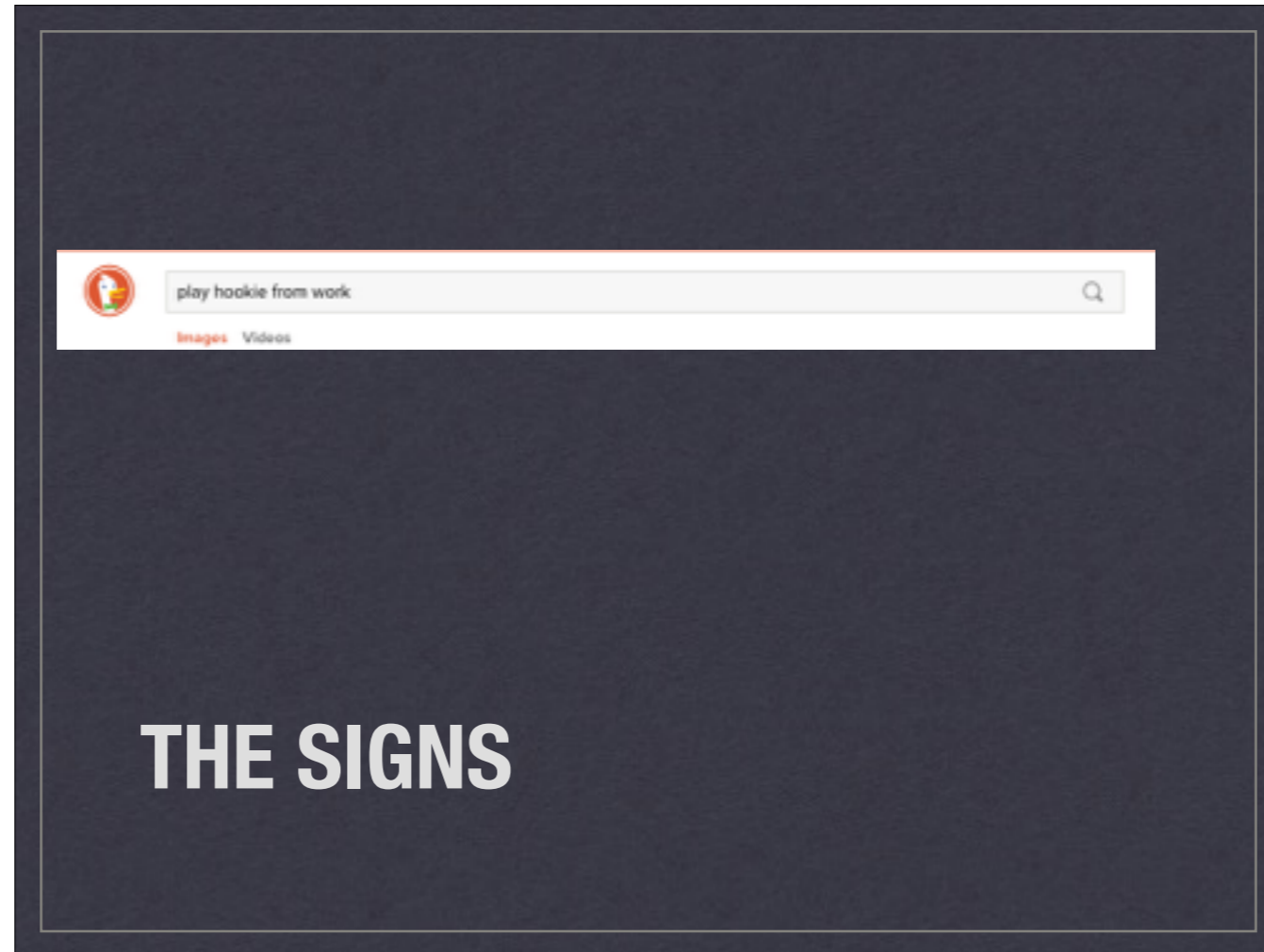
- 1) Truly dread monday
- 2) Find yourself calling in sick more often
- 3) Not reaching your potential
- 4) Monster boss
- 5) Just because



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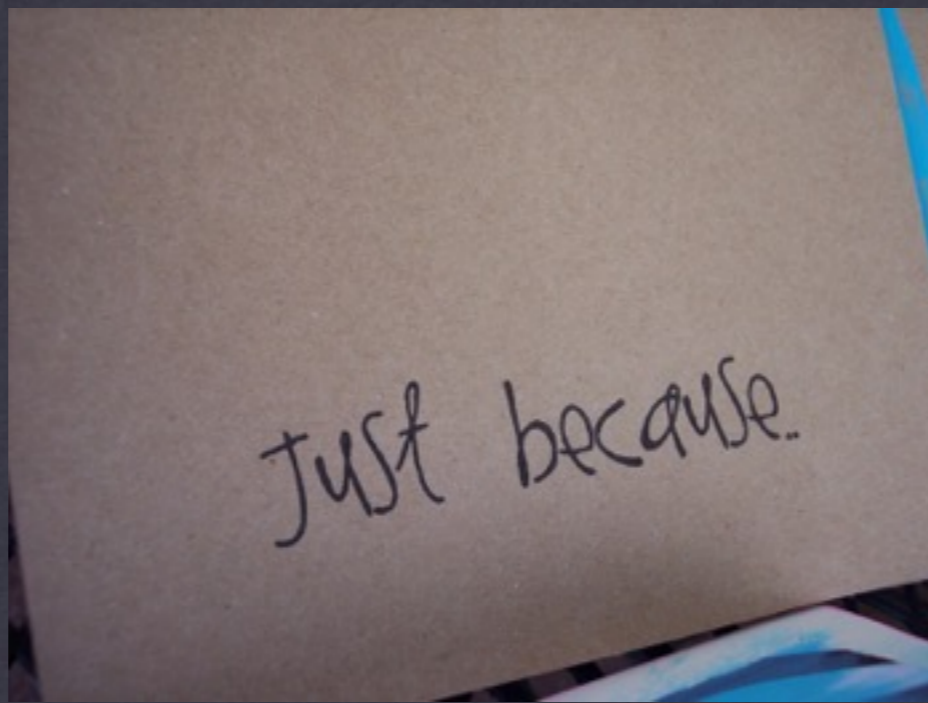
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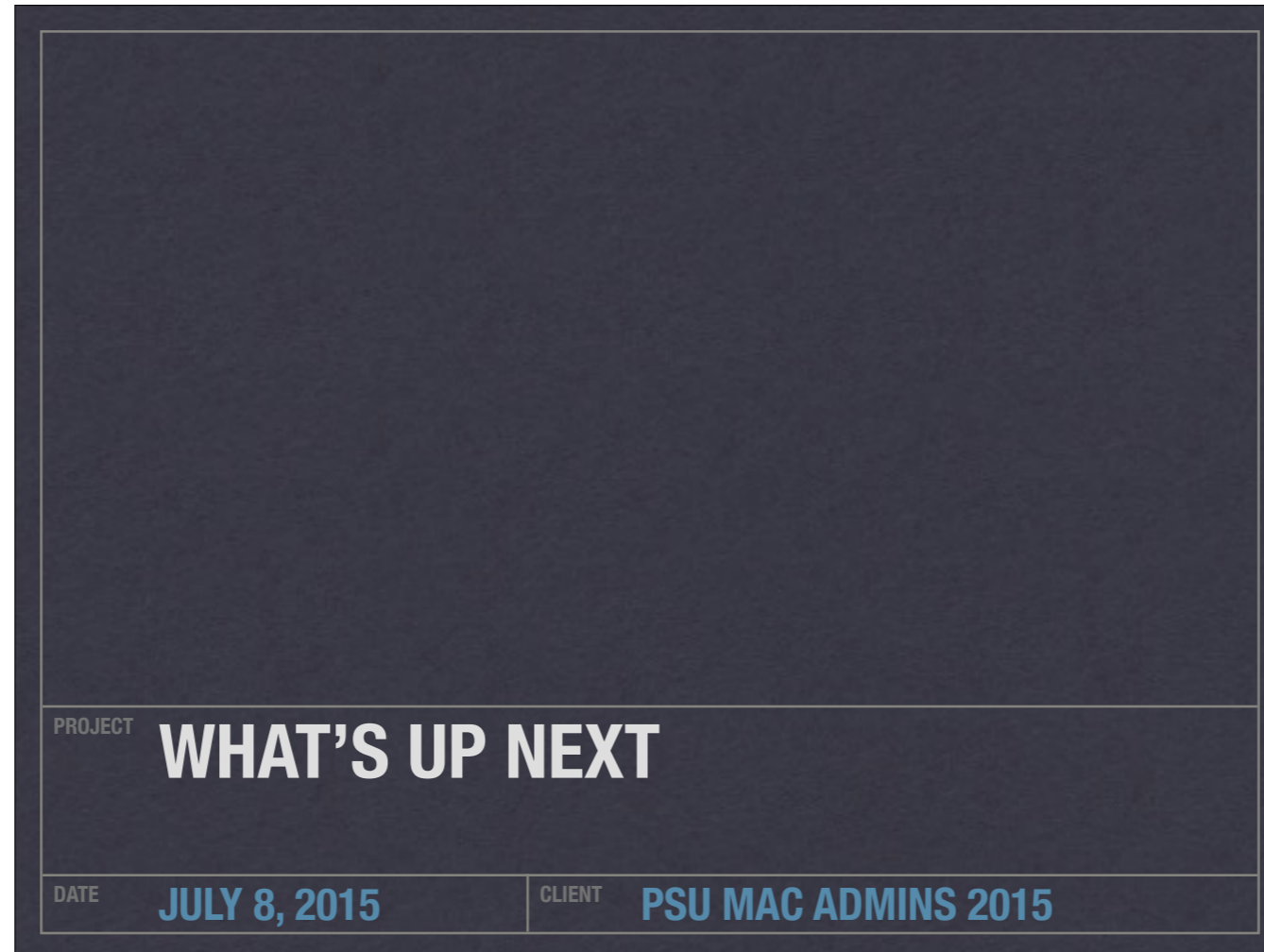
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Define the problem:

Is it the job/task itself


Is it the people in the department

Is it the corporate culture -

I encourage you to read Ray Dalio's manifesto. Ray is the founder, President, and CIO of Bridgewater Associates.

Is it the location? Are you ready for an environmental move?

Are you simply suffering burnout



PROJECT **WHAT'S UP NEXT**
DEFINE THE PROBLEM

DATE **JULY 8, 2015** CLIENT **PSU MAC ADMINS 2015**

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PROJECT **WHAT'S UP NEXT
COMBATTING BURNOUT**

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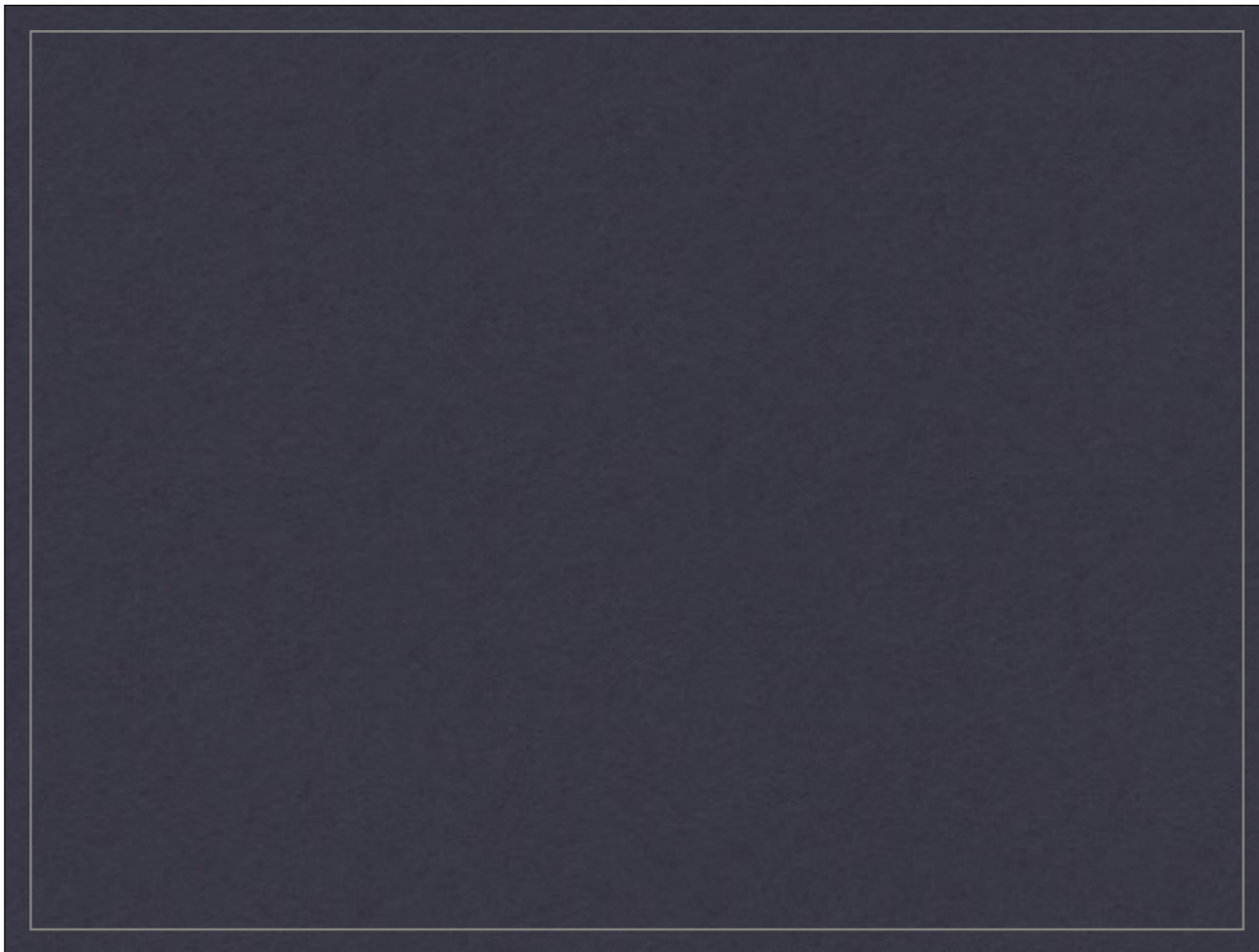
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Combatting burnout:

Get moving

Don't forget to sleep - Increase your sleep by 1 hour

Disconnect

Breathe real air

Pick your battles

Acquire an attitude of gratitude

Forgiveness



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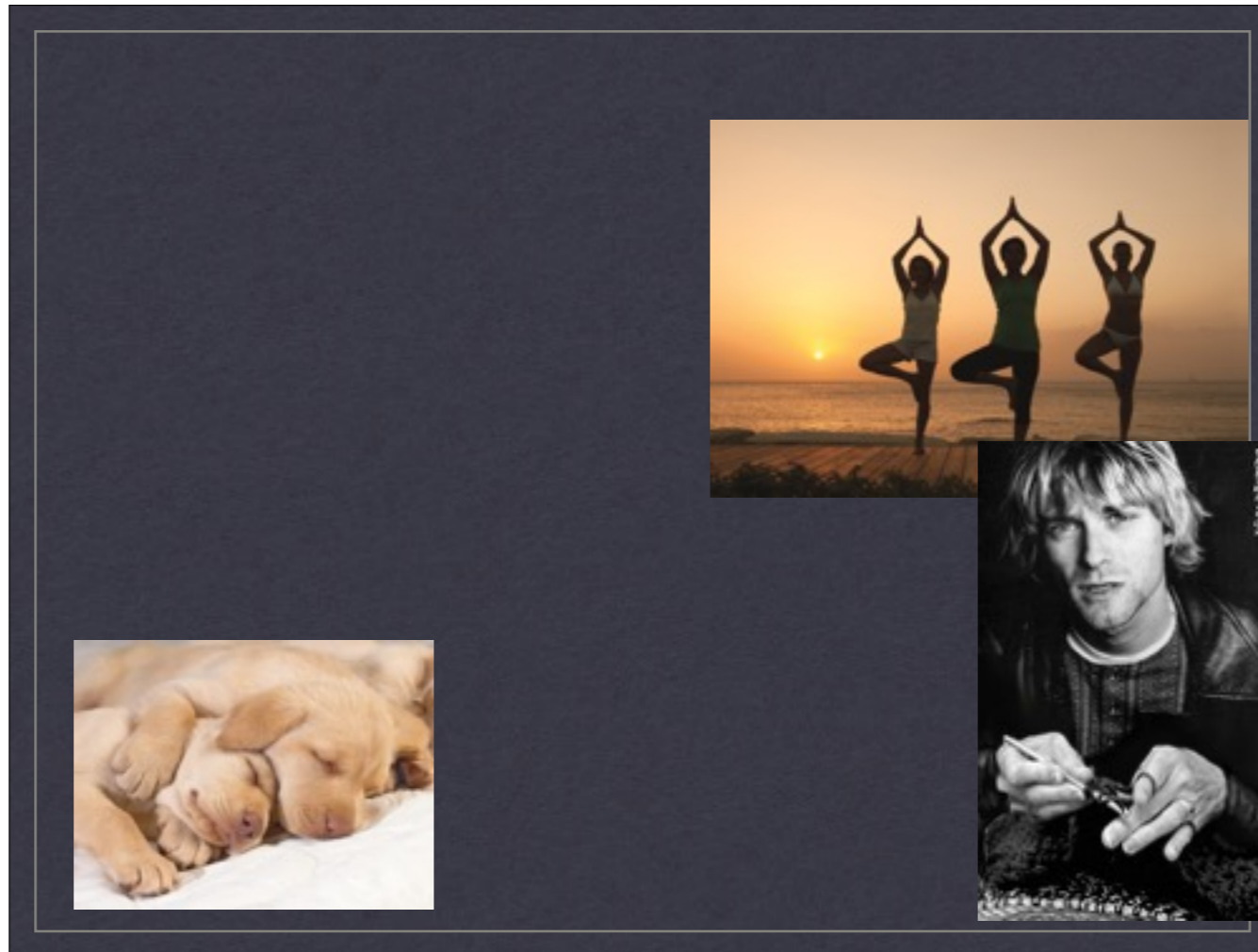
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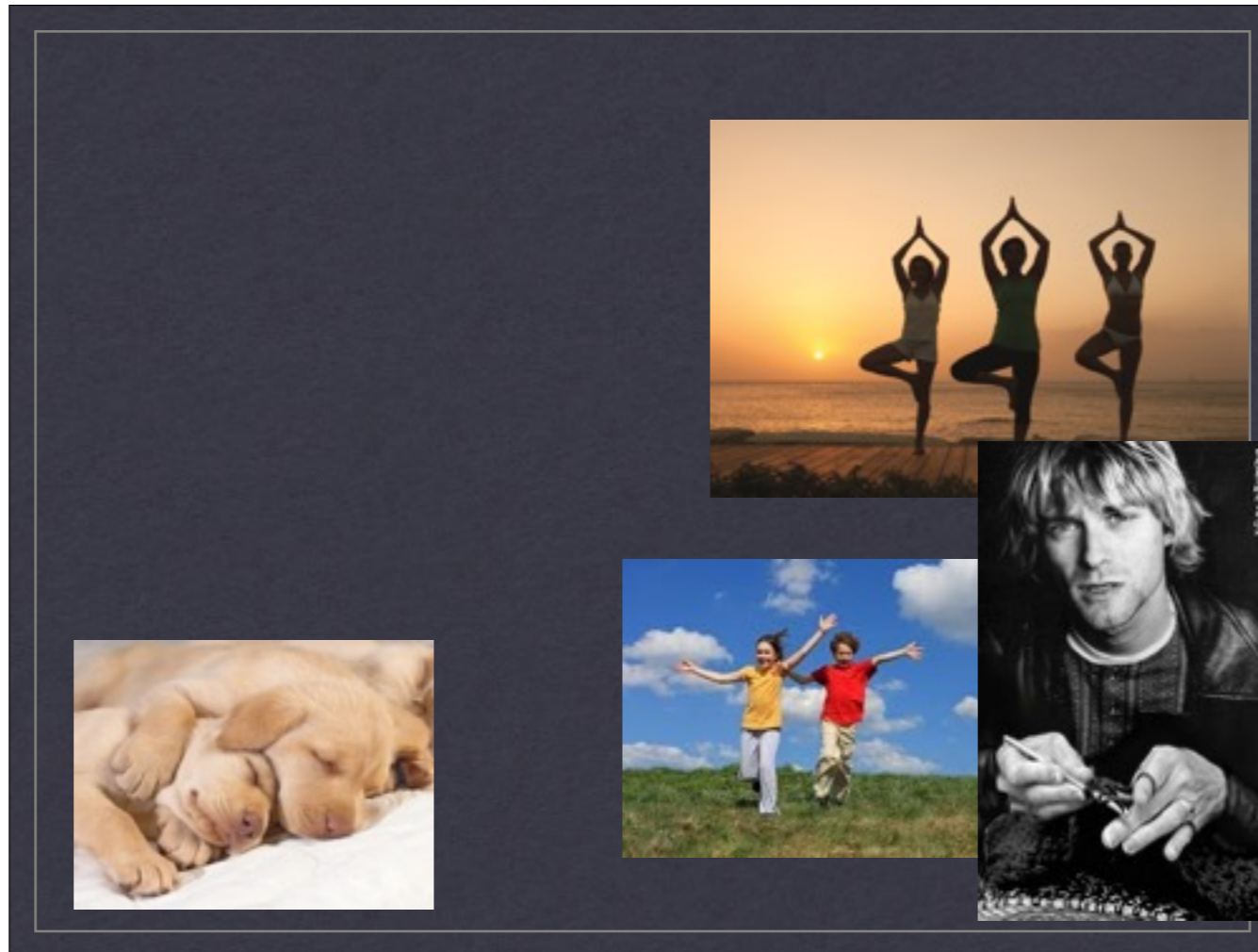
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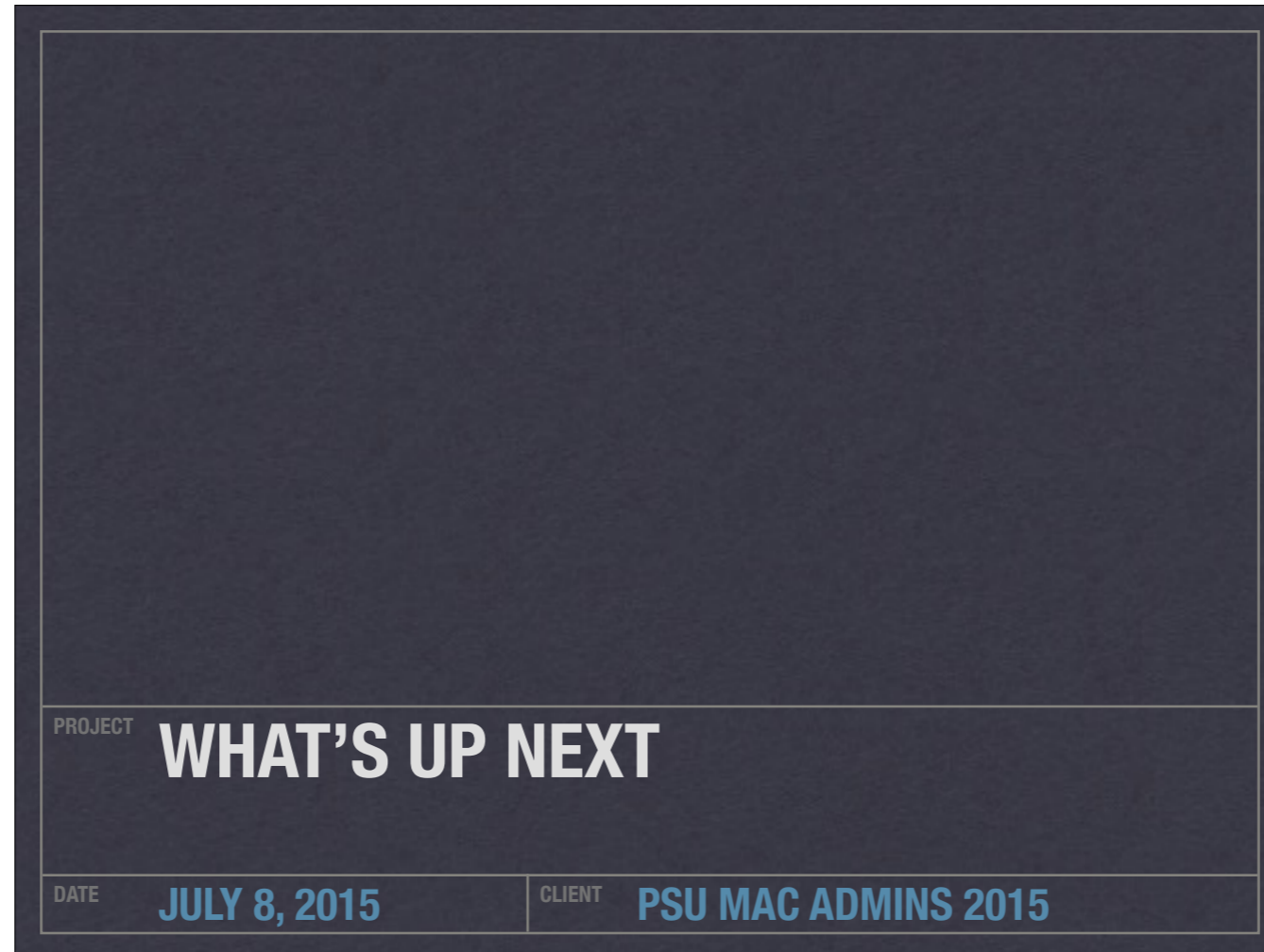
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We are IT people. Let's look at this methodically...as we would if we were planning a network upgrade (and if you don't do that methodically then we should be having a different discussion...I think Tom's doing that one later in the week).

Discovery and Analysis

Do you like what you're doing?

What parts do you like?

What don't you like?

Do I want to do the same thing in a different place?

Do you want to stay in the same genre but in a different role?

Do you want a big change?

Can you afford to be out of work?

Research (How do we pick the next gig?)

If we want out of tech but don't know what to do next:

<http://www.mynextmove.org>

Life Coaching

Maybe we need to fulfill a lifelong dream and get a degree

If we want to stay in tech but move up, how will you gain skills to do that?

School

Networking organizations

Toastmasters

What if you want to go out on your own?



PROJECT **WHAT'S UP NEXT
DISCOVERY AND ANALYSIS**

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Becoming a more desirable applicant

Increase your Emotional Intelligence. In his book Emotional Intelligence, Daniel Goleman, PhD) talks about 5 steps of emotional intelligence”

Self-awareness - know what you're capable of, know your own feelings

Self-management - keep your emotions in check; act like a proper adult

Motivation - personal drive for joy, curiosity, or being productive (organizing that room)

Empathy - walking a mile in someone else's shoes

Social Skills - finding common ground, being persuasive, managing other people

Talk to 5 people who know you well for 20 minutes each - ask them what about you has the biggest impact on them (good or bad). Then, shut up and let them talk.

Leave your ego out of it! - get a mentor/friend/coach/guide, someone who can tell you when you're veering off-course

Become more interesting

Exercise

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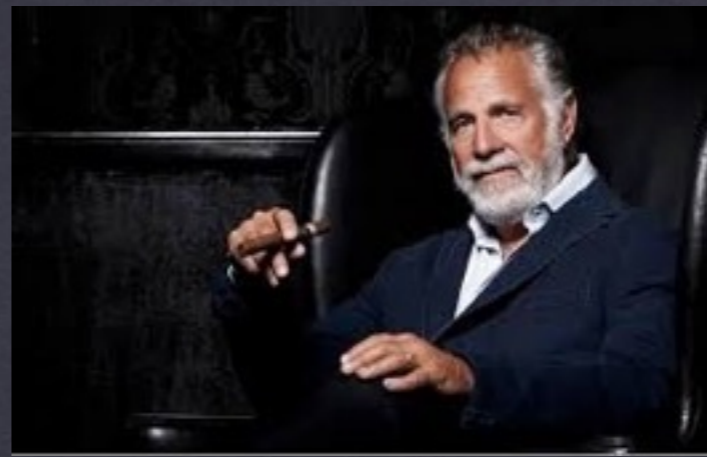
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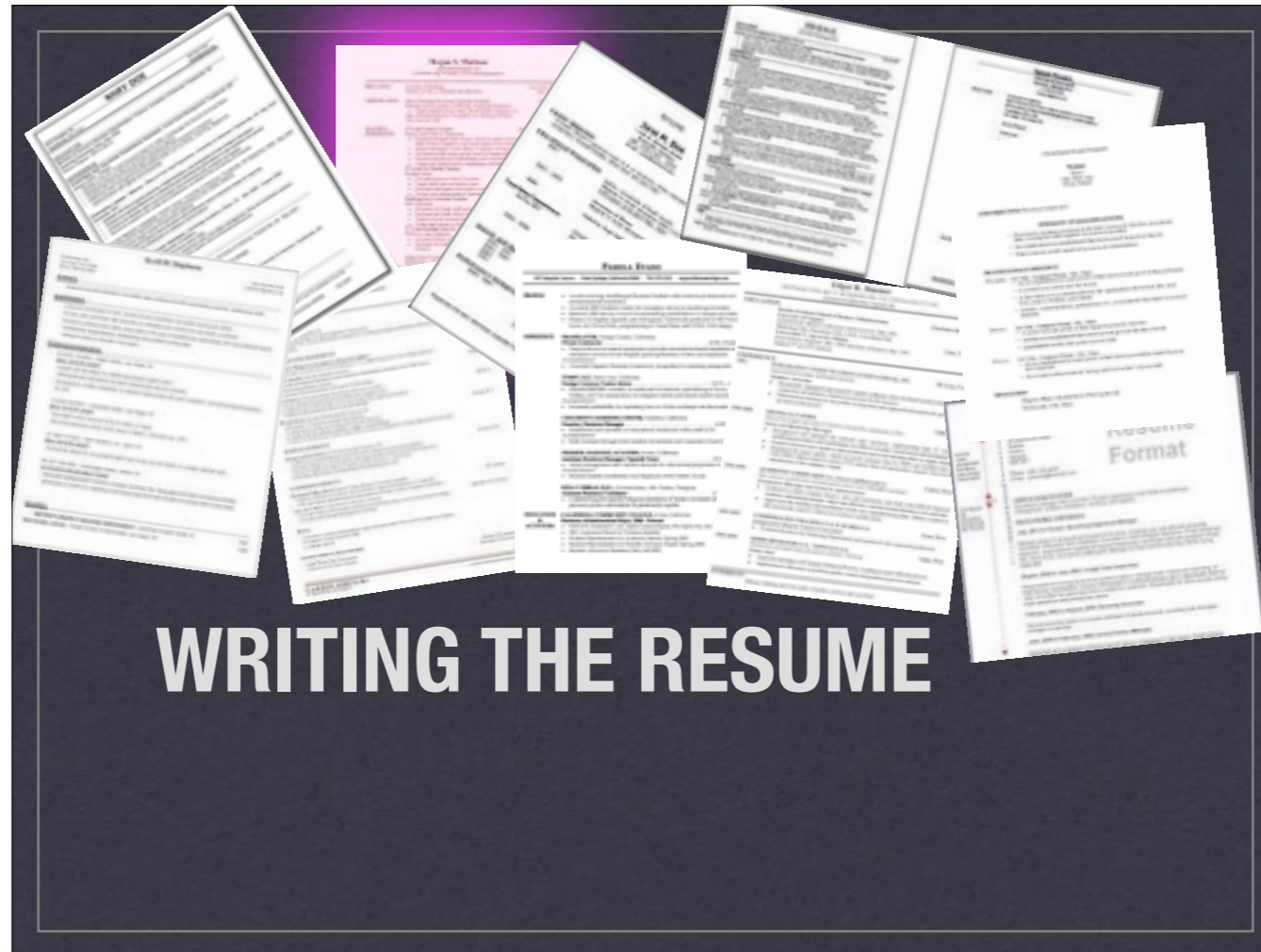
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There are billions of sites and books focused on how to write a resume. Make yours stand out.

No egos allowed - have it proofread

Custom fit your resume to the job

leave out some early jobs if you want to appear younger

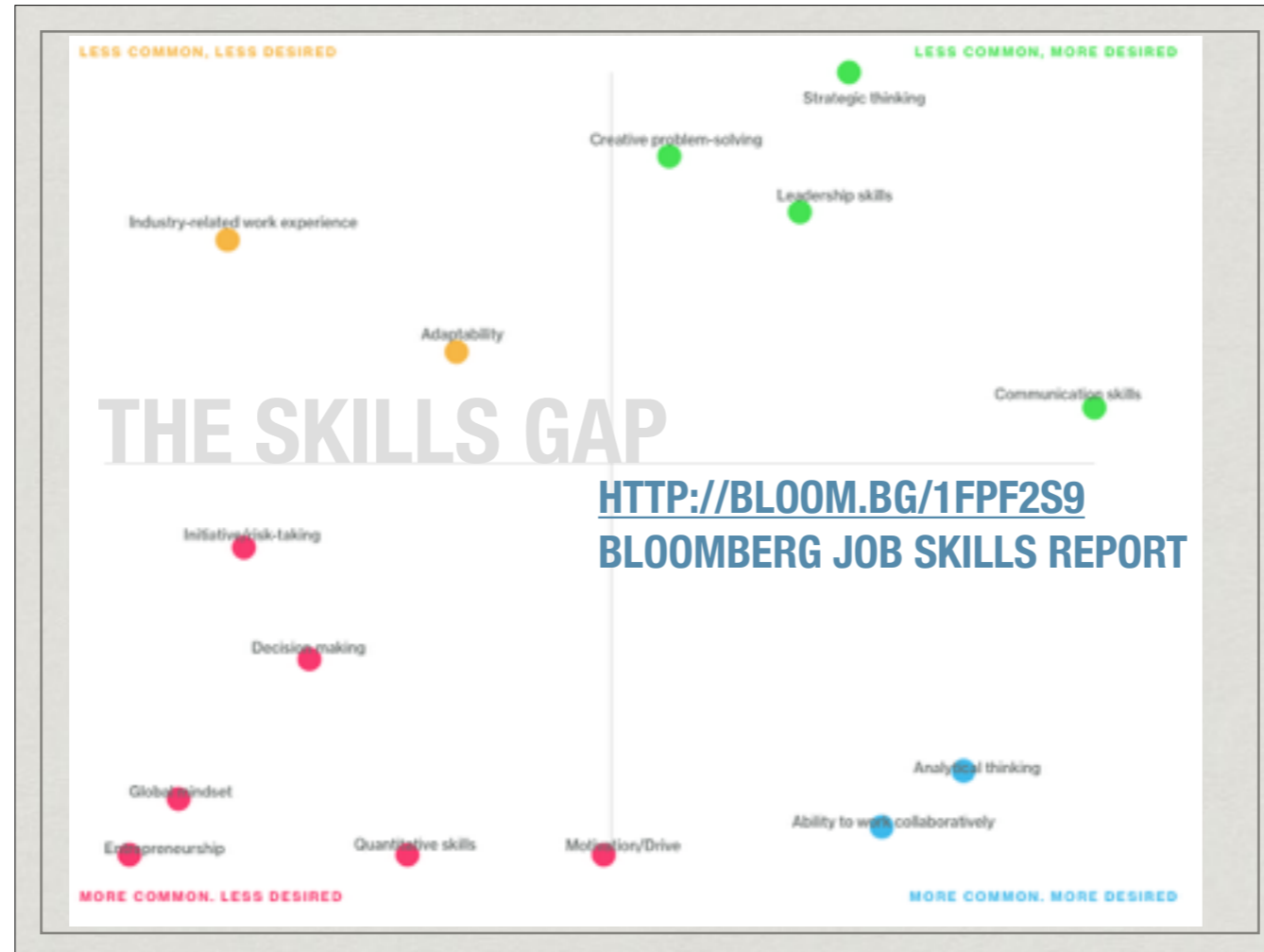
don't put skills on it that

a) you don't want to do or

b) aren't in the job description

Focus on your career goal

Skills matter, but results matter more (ROI) - how have you helped your previous employers make or save money



This report from Bloomberg is very telling. While it speaks to recent grads, it's probably a good gauge of what most employers are looking for. As an experienced employee, you (hopefully) have many of these "green" skills...use these skills to beef up your resume and take them into your interview.

THE INTERVIEW

Preparation:

Research the company - talk with employees, talk with customers, talk with vendors

Get a proper haircut

Know their objections BEFORE you walk in

Practice the night before

Get a good night's sleep

The interview is more than a conversation

Mimicking back your interviewer's actions (if the interviewer removes his/her jacket before sitting down, then make yourself more comfortable too)

Body language

crossed arms - obvious

touching the chin implies thoughtfulness

The interview:

Dress impeccably

Forget the patchoulie

Use deodorant

Take a breath before answering anything

Don't refer to your children

Do NOT talk about your ACT/SAT scores

DO talk about the gym (even if you don't go but better if you do)

Sell, sell, sell

failing = prepare
to prepare = to fail

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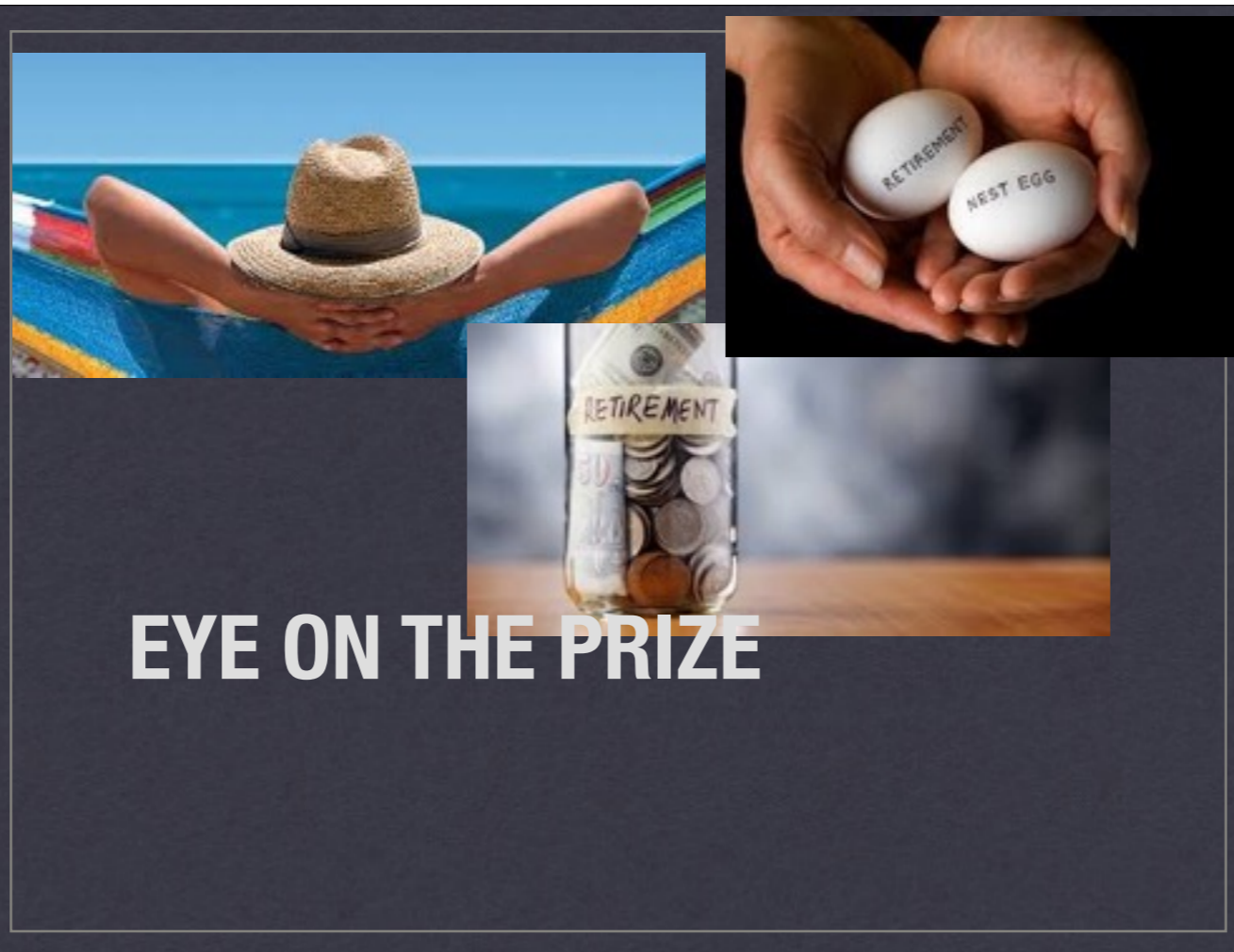
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EYE ON THE PRIZE

Of those 85 or older who died between 2010 and 2012, roughly one in five had no assets other than a house

30 percent of households losing a family member between ages 50 and 64 had no assets left.

Coming generations are about half as likely to have access to a defined benefit plan at work

Fidelity estimates most investors require about eight times their ending salary to increase the chances that their savings will last during a 25-year retirement.

How are you going to get to this point?

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<http://onforb.es/MYWvRL>

<http://www.mynextmove.org>

<http://www.eeoc.gov/employees/charge.cfm>

<http://www.lifehacker.com>

Emotional Intelligence (Daniel Goldman, PhD,
1995, Bantam Books)

It's Not Too Late to Save for Retirement

<http://www.cnbc.com/id/102389818>