

# PART-TIME PROS

PROVIDING TALENTED PROFESSIONALS

April 2010 Newsletter

## *Doing what you love:*

I hope you have an opportunity to get out and enjoy the Spring weather and celebrate the new life that is springing in all around us. During this time it is difficult not to smile and be grateful. Speaking of gratitude, I came across an article written by Harvey Mackay about why people stay in jobs. The overall common theme was not money but personal and professional satisfaction.

The Jerry Maguire phrase "show me the money" is not that applicable these days. More and more professionals are expecting to be paid competitively and adequately but are placing more value on personal and professional job satisfaction. At a time when people might not be able to be as picky as they could in a stronger economy, doing what they love and having the flexibility to have time for hobbies or family seem to now trump a bigger paycheck. So you might ask yourself, "what creates a satisfied and more loyal employee?" In a recent article by Harvey Mackay, he outlines 4 primary reasons that I thought were good enough to share. I have condensed them for the sake of space...

1. **Professional Development:** People who have the ability to learn new skills are far more likely to stick around. It is the top reason that people give for staying with an organization. This learning does not always come in the form of higher education as well. Smart companies who are watching the bottom line of creating mentoring programs within their walls, pairing experience with ambition and developing employees at all stages of their careers.
2. **Coaching and Feedback:** People want to know how they are doing, what works and what needs improving. Smart managers know that employees want to know that their contributions are being noticed. It is a mistake to make assumptions that employees know how things are going. When employees begin to wonder how they are doing they begin to think of leaving. Regular meetings don't take much time and providing feedback is critical to job satisfaction.
3. **Positive Work Environments:** Many people spend as much time at work as they do at home so employers need to create environments that are as pleasant to work in as possible. Employers also need to implement some fun, nothing elaborate, but a small cake and a card to celebrate someone's birthday can go a long way! In addition, have a work environment that is flexible and where there is autonomy and trust makes people feel valued and respected.
4. **Good Managers:** We've all heard it - people don't leave jobs they leave bosses. A great boss provides all of the above. Think about what happens when great managers leave - often you get an exodus of other talent as well!

In closing, we try to advise every candidate not to base their decisions on salary only. We have seen enough cases over the last two years to know if a person takes a job merely on compensation their job satisfaction tends to be a sacrifice. We see candidates turn down offers from us because of pay to take more money and 5 times out of 10 they come back to us 6 months later stating the job they accepted is not all it is cracked up to be and would we please consider them for other positions. We encourage our candidates to take a job they think they will love, and prove themselves, and chances are the money will follow.