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## Did You Know?

47.5% of USA population lives in the Eastern Time Zone?

There are about 540,000 words in the English language which is 5 times the words during Shakespeare's time?

80.3% of 2009 college graduates who have applied for jobs have been unable to find work in 2009?

US government paid \$1 billion of interest expense on Treasury debt every 40 hours during February 2010?

A hen can lay approximately 5 eggs per week or 260 eggs per year?

Americans reduced their outstanding credit card balances by \$91 billion in 2009?

Top 1% of taxpayers paid 40.4% of all Federal Income Tax in 2008?

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## 2.7 Million Jobs

Are available in the USA with the leading categories being in professional and business services, hospitality, healthcare, and leisure. As the pendulum shifts following an economic downturn, jobs and organizations change. Hiring companies want to hire experience personnel and favor those candidates that can adjust, learn, and contribute quickly. Square pegs may have to become rounder to fill open vacancies.

## Completed Searches

Ten examples of completed searches managed by Bohan & Bradstreet include:

VP Operations	Aerospace Manufacturer
SAP Project Leader	Medical Products
Manufacturing Engineer	OEM Supplier
Controller	Private Equity Firm
Supply Chain Champion	Technology Products
Quality Director	Environmental Testing
Regional Sales Manager	Energy Products
Cost & Budget Manager	Pharmaceutical
VP Marketing	Software Developer
Engineering Manager	Molded Products

## What Employers Want

In recent surveys of soft skills, the top criteria that candidates are evaluated on are #1 strength of work ethic; #2 positive attitude; #3 communication skills; #4 team player; #5 flexibility; #6 problem solving abilities; #7 self directed/self motivated; #8 organization skills; #9 work well under pressure; and #10 quick learner.

## Where is the Talent?

Senior staff to executive level hiring is demanding. Companies seek talent that can make a difference. Web postings typically attract candidates that are under and over qualified. Plaguing successful talent searches are the evaluation of soft and technical skills, position planning, negotiating compensation that will retain talent when the economy turns, background checks, and too many "chefs in the kitchen" on hiring decisions. Bohan & Bradstreet functions as the project manager to identify & secure the talent and drive hiring efficiency.

## Quote of the Month

"A nickel ain't worth a dime anymore." Yogi Berra

## Bad Boss Survival

Bad bosses come in a lot of varieties and here are a few ways to deal with them: (1) put everything in writing and take notes at meetings; (2) be a star performer; (3) pick your moments to interact; (4) control what you can because you can control behavior of others; (5) know your rights; and (6) have an exit plan because bad bosses do not readily change. Learn from the experience (i.e. a micromanager can improve your attention to detail; an incompetent boss will force you to work smarter). Bad bosses are great examples of how not to act.

## Resumes That Sell

The top selling points in a resume are the following: (1) an insightful yet succinct professional summary; (2) repeated examples of adding value (i.e. process improvements; revenue generation, leadership, cost reduction); (3) investment in education; and (4) promotion and stability.