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Did You Know?

The average age of all the people on Earth is 28?

North Dakota, South Dakota & Nebraska were the only states with <5% unemployment by end of 2010?

USA is projected to average a deficit of \$697 billion per year for the next 10 fiscal years?

35 million households rent an apartment and 76 million households own a home?

One page ad in 2011 Sports Illustrated swimsuit issue cost advertisers \$330,000?

1 out of every 6 Americans receives a monthly Social Security benefit check?

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Completed Searches

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

Quality Manager	Medical Products Industry
Systems Administrator	Metalworking Manufacturer
Marketing Manager	Pump Filtration Industry
VP Human Resources	Energy Management
Division Controller	VC Funded Metals Industry
Operations Leader	Office Products Manufacturer
Audit Director	Top 100 Technology Leaders
Senior Engineer	Motion Controls Manufacturer
VP Sales	Food Products
Senior Accountant	Environmental Engineering

Prioritizing Time

To improve performance, manage yourself and not time. Time spent needs to match up with business priorities. To focus on business goals, figure out three things to stop doing and three things to start doing.

Before Quitting

Quitting correctly is important. Develop a well-constructed letter of resignation to state your decision to leave and thank the company for the experience. Give standard two week's notice. Don't burn any bridges by gossiping and complaining about higher-ups or how poorly the company is run. Get personal contact information from trusted coworkers for future references. Maintain a positive attitude and walk out with dignity.

Age Conflict

Older workers are staying in the labor force longer and younger adults are staying out longer. One estimate forecasts that 93 percent of the growth in the U.S. labor force through 2016 will be among individuals ages 55 and older. 59% of employees prefer job security while 33% prefer higher pay over job security.

Quote of the Month

"Luck is what happens when preparation meets opportunity." *Seneca*

Interview Prep

In today's market, competition is fierce for "good to great" jobs. Preparing for an interview is like taking a test. Research the company to understand products/services, operations, and markets served as well as the individuals that you will meet. Identify key skills and traits required and be prepared to share experiences that relate to the needs of the job. Dress professionally and practice answers to questions by sitting in front of a mirror.

Here Today Gone Tomorrow

The #1 reason talent leave is for work content and responsibility. If you want to keep your best employees, a company needs to lose their worst leaders. Great managers (leaders) attract, develop, and retain talent that achieve goals and support business strategies. Bad managers inhibit change or growth.

Unrecruitable

As the economy starts to rebound and after 2+ years of salary stagnation, companies are looking for ways to retain talent. Most companies attempt to keep pay scales just above the mean and that will not retain talent. One approach is to pay the top 10% of the talent pool 25-40% more than other companies.