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Did You Know?

The unemployment rate in the US during the Great Depression reached 25%

The average American male works 44 years before retiring 3 out of every 5 tax returns (i.e., Form 1040) are now filed electronically

The average profit margin at the pump for a US gas station is 11 cents a gallon

The average outstanding mortgage balance is \$191,917

The life expectancy of an average American has increased +5.2 years in the last 30 years

Contact Us

Edward B. Bradstreet, CPC
Bohan & Bradstreet, Inc.
741 Boston Post Road
Suite 101
Guilford, CT 06437
203-453-5535 ext. 223
203-453-5545 FAX
ebb@Bohan-Bradstreet.com
www.Bohan-Bradstreet.com

Stuck in a Rut

Too many people are lazy about their careers, plateau, and lose market value. Here are a few signs that may indicate that you are stuck in a rut: (1) not being challenged by your job; (2) not learning or developing new skills; (3) unhappy about going to work; (4) achievements and contributions are not being recognized; (5) compensation does not equate to your value; and (6) not receiving the respect that you deserve.

Completed Searches

Ten examples of successful searches by Bohan & Bradstreet include:

Director of Finance	Capital Equipment Manufacturer
Human Resources Manager	Materials Testing Company
VP Sales	Business Products Manufacturer
Account Manager	Consumer Products Distributor
ERP Project Manager	Global CPG Leader
CFO	VC Funded Roll-up
Product Development Engineer	OEM
Federal Tax Manager	Capital Equipment Conglomerate
IT Director	Consumer Products Manufacturer
Web Marketing Manager	Emerging B2C Service

Confidential Replacements

Change in the economy makes investors, boards, and executives evaluate their supporting cast. Profits and revenues are suffering so cuts need to be made. Business needs leadership that can do more with less and achieve results that contribute to improvements in profit, productivity and/or revenues. Bohan & Bradstreet has successfully partnered on confidential replacements for three decades and expects an increase of over 20% in confidential replacement searches in 2009.

Attributes of a Proactive boss

There have been multiple surveys on the traits, attitudes, and abilities that are common to successful bosses: (1) be inclusive and make everyone feel equal and involved; encourage feedback and creativity; (2) have a mission that motivates employees and a sense of importance; (3) encourage learning; and (4) be a coach more than a leader; develop employees' traits and skills to achieve their goals.

Interviewing Bloopers

Here are a few mistakes that job applicants make which can immediately eliminate one from serious consideration: (1) ineffective handshake; (2) talk too much; (3) speak negatively about past employers; (4) arrive late or way too early; (5) treat the receptionist rudely; (6) not enough eye contact during interview; (7) did not research company and/or prepare for the interview; (8) ask about benefits and salary prematurely; (9) do not communicate effectively with an interviewer; (10) verbal ticks due to being too nervous; (11) inappropriately dressed; and (12) lack of interest or enthusiasm.