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6 Factors Of Career Success

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What do employers look for in potential employees? That was the question that was posted recently

on a career discussion forum online. Naturally, for each different position, the particular answers to that question would be different. However, there are some common skills that employers look for in all employees, whether the employee happens to be a network engineer or a fry cook.

In-Demand Skills for Success

1. BASIC SKILLS, Reading, writing and arithmetic! Believe it or not, a good portion of high school graduates (and some college grads) do not read at an 8th grade level and cannot do multiplication in their head. Employers are seeking employees who can read well, can write coherently, and who can calculate mathematics in a business environment (fractions, percentages, etc.) Add to that the modern basic skills of keyboarding skill, basic computer knowledge, and ability to use most computerized tools (e.g. fax machine, basic word processing program, etc.) to round out the basic skill sets needed for employment success.

2. PERSONAL SKILLS, Can a potential employee speak well? Can he/she answer questions of customers in a positive, informative manner? Can the prospect provide good customer service? While not everyone has an outgoing sales' personality, successful employees can communicate in a non-confrontational, positive manner with their coworkers, team members, subordinates, management, and customers. Being able to work well with others is a vital skill for success in all jobs.

3. JOB ATTAINMENT, Job search is a process that requires a great deal of dedication and attention to be conducted successfully. It follows the old principal that many veteran programmers refer to as GIGO , Garbage In, Garbage Out. If you put lousy effort in, you will receive lousy results. Employers are seeking employees who know how to present themselves in a positive manner and who display enthusiasm and knowledge about the companies they approach. Not only do candidates get evaluated on their skills and experience, but also on how they are approaching the job search. Enthusiastic candidates with fewer skills have an even chance of getting the job as dull candidates with better skills.

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4. **JOB SURVIVAL**, Now there's a hot topic in this period of layoffs. Who gets the ax and who doesn't is often a matter of numbers, but it is also often a matter of performance. Employees who have consistently demonstrated their worth, taken initiative, and made themselves a valuable asset to the company have lower incidences of being downsized than employees who put forth mediocre or average effort in their jobs. Surviving within a company through layoffs or moving up the career ladder is a success skill that is learned and is consciously cultivated among successful professionals.

5. **PROFESSIONAL DEVELOPMENT**, As all high tech and engineering pros know, it's learn or burn in today's work environment. Attaining new skills, applying new concepts, updating established skills is an absolute necessity to succeed in today's work force. The successful individual is constantly attending seminars, taking classes, attaining training on new products or releases, and otherwise learning new skills that will keep them marketable in their careers. Successful people are lifelong learners. Employers are looking for people who have the training necessary to fulfill their needs.

6. **CAREER DEVELOPMENT**, Career Development differs from Professional Development. Professional Development is learning while Career Development is a planning and goal setting process. Successful individuals design a career plan with written goals for short term and long term. They lay out the steps needed to move their careers from Point A to Point B within Time Frame C and plan how they are going to achieve those steps. Successful people have someone to whom they are accountable for their progress and who will monitor their success in achieving their goals. Employers are seeking individuals who (believe it or not) wish to commit to the company for a long period of time. Good career progression is a high selling point of candidates to prospective employers.

How do you measure up? Do you have the 6 In-Demand Skills for Success? Feel like you need some help? Give us a call!

Published in 25 career books, Alesia has been cited by Jist Publications as one of the "best resume writers in North America" and quoted as a Career Expert in the Wall Street Journal. Serving as the Resume Expert for over 50+ organizations, she has numerous media appearances to her credit and is a frequent keynote speaker.

<http://getinterviews.com>

Defining Success: What Does it Mean to You

By Tyler McKinna

We have all heard success stories, success quotes, and seemingly endless gurus touting how they have achieved success in life.

What is interesting about all of these success stories is that very few of them are ever the same. There are various traits, success factors and keys to success that are shared by those individuals. However, each individual has achieved success in life through a success pattern unique to them.

This is why we must spend time with ourselves defining success and developing our own personal meaning of success. We must each develop our own recipe for success, steps to success, and

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understanding of how to measure success.

It is only when we develop our own meaning of success that we can start to develop success strategies that will lead us to our ultimate goals.

The following are a few questions that can help determine your personal definition of success:

1. What risks would I take if I knew there was no chance for failure?
2. What do I want out of life?
3. What is my ultimate career goal?
4. What would I most like to do, but can not?
5. What does a perfect relationship feel like?
6. On a perfect day, what would I do?

What we doing in this exercise is customizing our own strategy for success. This is by no means a comprehensive list of questions to ask yourself. This is a sample of questions in order to ignite the thought of personal success within you. Just like all other successful individuals, you have the ability to achieve success. However, you must carve your own path and seek your desires. Your personal desires will inspire you and lead you to develop your own strategies for success.

In the next post we will explore answers to these questions and begin to shape our definition of success. We will also begin a base of how effective communication with others can be a catalyst in your rise to success.

Tyler McKinna is a Marketing and Communications Consultant. More great articles from Tyler McKinna can be found at talksuccess.blogspot.com



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