

Benefits of Engagement for Job Seekers

**Career Prospectors,
July 21, 2020**

Introductions

Question 1:

What is the single biggest challenge or obstacle you face in transition-related networking (COVID aside)?

Write your answer in the Chat Box (In 4 words or less)

Question 2:

Are you actively engaged in a transition-related support group?

If so, what kind?

Write your answer in the Chat Box

Following questions ... transition to presentation: Focus today is on actions that made the biggest difference for us in our transitions ... Will talk a lot about accountability groups and engagement in general. Follow that with our personal tips (Survival Guide) for weathering the transition.

“Accountability Group” vs. other support groups

- **Closed Membership—purpose isn’t to exclude, but rather to build cohesive team of individuals dedicated to helping each other**
- **Regular attendance allows diverse, productive and non-repetitive conversations**

What was true of our accountability group ... became our new work environment.

Accountability Groups WHAT?

- **A group to build trust and relationships which can lead to respect, learning and holding each other accountable**
- **Brutal honesty**
- **Regularly scheduled, private setting, limited number of members (up to eight worked for us)**
- **Weekly mandatory reports (distributed beforehand)**

Trust/honesty/confidentiality is built by weekly attendance and commitment of members. Honest (even brutal) feedback is critical to your growth and can only occur within a circle of trust. Weekly report submitted day/evening before meeting so all members can review reports prior to meeting.

Significant Accomplishments – Last Week 1. 2. 3. 4.
Goals & Objectives – This Week 1. 2. 3. 4.
Where I Need Assistance 1. 2. 3. 4.
Information to Share with Group 1. 2. 3. 4.

This was the weekly report format we used in our Accountability Group. Easy to complete, carry forward each week.

Accountability Groups WHY?

- **Accountability (kick in the backside)**
- **Support**
- **Relationship building**
- **Helping others**

Support -- search related, and emotional support

Lasting relationships --

Opportunity to “get out of yourself” ... feel better when helping others.

Accountability Groups WHO?

- **Functionally diverse**
- **Energetic and actively involved**
- **Willing to share, contribute, lead**
- **Commitment**

Diverse career targets within the group so that no two members overlap or compete for same jobs. Give and take must be offered by all members for an effective group.

Accountability Groups WHEN?

- **Weekly**
 - **Quiet, focused, professional environment**
 - **90 minute session**
- **Committed attendance**
- **If you attend only one networking event this week...**

If your time is limited ... your accountability group is the one networking event you must make time for.

Benefits of Accountability Groups

- **Weekly (rather than weakly) Accountability**
- **Candid (Brutal) Feedback and Input**
 - **Resume, marketing plan, networking, LinkedIn, group participation**
- **Information to share with the group**
 - **Networking events, classes, books, websites, apps**
- **Emotional and Engaging Support**
 - **Assisting other Accountability Group members**
 - **Willingness to go out of our way for each other**

Summary of benefits.

Added Benefit of Accountability Groups...

- **Leads to other Engagement Activities**
 - **RoundTables**
 - **Training Team**
 - **Credential Prep**
 - **Volunteering**
 - **RVA Career Expo**
 - **Etc.**

The BEST benefit is the pathway to other meaningful engagements. Here are some examples.

**Lynn & Patrice's Survivor's
Guide to Maintaining Your
Sanity**

Tee up next section, but first...Are there any Questions?

Lynn & Patrice's Survivor's Guide to Maintaining Your Sanity

8 Things a Day



There is always something you COULD do when in transition ... key is avoiding burn out.

Recommendation: Plan only 8 things a day ... 5 search related (Lynn targeted ~5 hours a day), 2 health and well-being, 1 pure fun/soul filling. Complete your 5 ... you're done for today!!!

Lynn & Patrice's Survivor's Guide to Maintaining Your Sanity

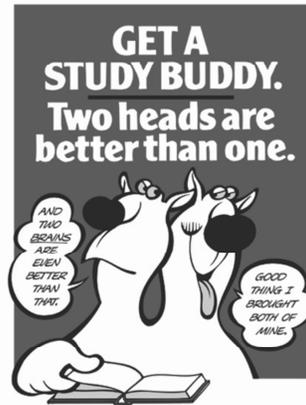
Practice bravery and doubt your doubts



Doubts: Kick hesitation to the curb. Van Gogh “If you hear a voice that says, ‘you cannot paint,’ then by all means paint and the voice will be silenced.”

Lynn & Patrice's Survivor's Guide to Maintaining Your Sanity

Study Buddy



PMP (or other credential) study buddy: Accountability on steroids! Similar culture/benefits to Accountability Group ... prepared assignments, review of tricky areas, etc. Great for extroverts who would rather do almost anything other than sitting alone in a room studying!

Lynn & Patrice's Survivor's Guide to Maintaining Your Sanity

Be a "C" student



"Now you can send it."

C Student: ignore perfection and focus on goals instead.
Perfectionism breeds procrastination. Your new motto should
be "good enough".

Lynn & Patrice's Survivor's Guide to Maintaining Your Sanity

Marketing Plan ("at a glance") vs. Resume



"At a Glance": Useful for quick intro; flexible format allows you to overcome challenges your particular history presents in a chronological resume (Lynn highlighted key accomplishments, lists of industries/functional areas of experience). Added benefit = gives another reason to contact (forward full resume after you've had a chance to make the first impression).

Lynn & Patrice's Survivor's Guide to Maintaining Your Sanity

Network relentlessly



PATRICE: Networking allows you to project yourself on top of your resume. Tell your story to others. Transform your resume into a 3-dimensional, fleshed out document by networking.

Lynn & Patrice's Survivor's Guide to Maintaining Your Sanity

**Misguided networking objective -
targeting employed vs. prospectors**



Misguided networking: Easy to fall into trap of overlooking fellow searchers as your network ... in the end where Lynn got her best leads. CP more than a networking event ... it's a proven path ... it works. Ultimately, door to company where Lynn landed opened by former fellow accountability group member.

Lynn & Patrice's Survivor's Guide to Maintaining Your Sanity

RVA Career Expo



RVA Career Expo: Get involved ... inside path to recruiters. All volunteer positions are designed with job seekers in mind, to benefit and augment their job search activities.



Questions???

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