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We Don't Place People, We Build Careers

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Did You Know?

That the average car and light truck on the road today is 11 years old?

13 US states have a higher credit rating with S&P than the US government?

54+% of USA employers are banning social networking at work?

49 US banks have been taken over by the FDIC in 2012?

The average number of PCs per IT employee is 25.

USA's economy is worth \$15.6 trillion; 17-nations that use the euro collectively are valued at \$13.1 trillion?

The national personal savings rate was 3.7% as of 8/31/12?

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Completed Searches

Ten examples of successful searches by Bohan & Bradstreet include:

Regional Sales Manager
Assistant Controller
Sr. Mechanical Engineer
VP Sales
Global AP Manager
Purchasing Manager
IT Director
VP Operations
Corporate Controller
KPO Leader

PE Infused Engineered Products
Energy Management
Aerospace Components
PE Infused Sensors Controls
Pharmaceutical
PE Infused Engine Components
B2B Security Controls
PE Infused OEM Supplier
NYSE Technology Manufacturer
PE Infused Molded Products

Soft Skills Sought

Looking for new employment or recruiting talent, soft skill evaluation ranks as most important. Having a great resume is important; however personality represents over 50% of the equation as part of the final selection criteria. In a recent survey of over 1,000 of the world's leading employers, the top five personality traits that employers are looking for are: **professionalism, high energy, confidence, self-monitoring, and intellectual curiosity.** First impressions are critical and hiring authorities get an immediate read in the first 30 seconds of the interview. It starts with the clothes worn, the way one stands, the grip of the first hand-shake, and ability to present oneself as a confident, energetic professional.

Employment Reality

In the USA, the adult population that has a job or is looking for a job is 63.6% of the population, a 30 year low. There are more than 12 million Americans unemployed and that number becomes 23 million if those stuck in part time jobs that seek full time roles is included. Americans over 55 is tripling the rate of the adult population as a whole. A smaller workforce means less competition for employment. **To stimulate economic growth, higher employment and more productivity per employee are the drivers.** Since 2000 the labor force has grown less than 1% annually and productivity measured by output per hour per worker has grown at 1% annually. If those numbers remain, then long run growth is barely 2%.

Monthly Quote

"Do not hire a man (or woman) who does your work for money, but him (or her) who does it for the love of it." *Henry David Thoreau*

Core Interviewing

Regardless of level or responsibility, there are three "bottom line" questions that every hiring authority needs to measure and find acceptable before presenting an offer. These questions are rarely asked directly; however the answers are validated through body language, presentation, and discussion. The three basic questions are:

- Can you do the job? (what are your strengths relevant to responsibilities, needs and goals)
- Will you love the job? (what is your motivation and can you bring passion to the role)
- Can we tolerate working with you? (how well will you fit into our culture)