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Did You Know?

That the job approval rating of Congress was 14% at the start of the 113th Congress?

USA's \$15.8 trillion economy is 22% of the world's \$72 trillion economy?

S&P 500 stock index has gained an average of +9.8% per year (total return) over the last 50 years?

There are only two days of the year in which there are no professional sports games in the USA?

Annual tuition & fees at an average 4-year private college have increased +526% in the last 30 years?

44 million Americans have an annual checkup with their regular physician?

There are 78 million Americans called "Baby boomers" (born between 1946 and 1964)?

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Completed Searches

Ten examples of successful searches by Bohan & Bradstreet include:

CFO	PE Infused Precision Metals Manufacturer
Quality Director	OEM Supplier
Human Resources Manager	PE Infused Consumer Products Leader
VP Sales	BI Technology
Senior Engineer	Capital Equipment Industry
General Manager	Consumer Products
Sales Manager	Medical Products OEM
Accounting Manager	Energy Management
CIO	Working Capital Management
Product Manager	Healthcare Products

Reversing Trends

Starting back in the late 1990's, corporations were outsourcing and offshoring to cut costs. Over the last decade there have been huge investments made to improve productivity and reengineer processes that have made financial healthy corporations more competitive and efficient. As a by-product, many corporations are insourcing and bringing manufacturing home, including faster times-to-market, higher levels of innovation, lower materials costs, escalating wages offshore, and significantly lower shipping costs. Some of the key influencers are that oil prices are three times higher than in 2000 so cargo shipping costs have escalated; wages in many Far East countries have grown 15-20% annually and are now 5 times higher than in 2000; and due to automation labor costs in America have become a smaller portion of the total cost of finished goods.

Job Life

8-10% of the corporate population is considered talent with upside. Job Life in the fast lane is typically 12-24 months before a promotion or strategic move to acquire new knowledge and responsibilities as part of a talent development program. Having been promoted is a good thing that future employers recognize. For the other 90-92% employed workers, Job Life is usually 3 to 5 years. Keeping the same job for longer than that could be associated with low potential or lack of ambition. This does not mean that you have to leave your company every three to five years, however staying long than 15 years at a company does raise questions on you adaptability and value to a new employer. Question to ask annually is what new skills, experiences and knowledge have I acquired in the last year that makes me more valuable than I was one year earlier?

Monthly Quote

"Remember that failure is an event, not a person." *Zig Ziglar*

Bad Body Language

You could be the best candidate for a specific opportunity and end up not getting an offer because of the following bad habits that distract interest from your candidacy: (1) Bad Posture: leaning back or slouching is lazy and leaning forward maybe viewed as being aggressive; (2) Poor Eye Contact or Shifty Eyes: it is hard to listen when you are speaking to the wall or looking everywhere but your audience; (3) Crossed Arms: indicates defensive and resistant to change; (4) Excessive Nodding: companies fire but don't hire bobble-head applicants; (5) Fidgeting: nervous energy is distracting to any audience; and (6) Mismatched Expressions: if your facial expression does not match your tone then you are sending mixed messages.