

Coping Gracefully

Recent TENG Success Stories have chronicled some extended job searches of well over two years, invoking images of tedious digging, networking, cold calls and resume submissions. On the one hand, if you have recently entered into transition, you must shudder wondering if your experience will be similar to those who landed after a lengthy odyssey. If you have been searching for a new position for an extended period, you may be at least comforted to know that many others are facing these same issues, yet at best this is only small consolation. While the pace of hiring appears to be increasing, many are still facing difficult times.

- I recently spoke with a TENG member who landed a choice CIO spot late last winter. She put together a program of major technology-based initiatives to improve business processes and profitability for a company facing stiff competition. Top management was pleased with her presentation and indicated that her program would be approved. A few days later, the company president let her go saying, “Money is tight and we can’t afford a CIO with a ten thousand foot view at this time”. Her position lasted barely five months.
- Every conversation I have with a TENG member reveals that they now experience more activity in the job market however it is flavored with corporate intransigence and foot-dragging as decision time draws near. Calls go unreturned for weeks and months between meetings or are often not returned altogether. This is not uncommon when emerging from a period of slow hiring.
- Recent media reports indicate that many companies reluctantly fill permanent positions to avoid rapidly escalating health benefits costs.
- Some of my clients a few of whom are TENG members do not return my calls. I share your frustrations.
- Global competition, outsourcing and other economic pressures have commoditized job seekers and vendors alike. The urgency and speed at which business operates exacerbates this. Everyone seems overworked and has scant time for courtesy.

Summer is an especially trying time as the tempo of business usually slows down. We seem to be witnessing more hiring activity this summer than last, but when you’re starting at zero, anything looks good. We must remember that while we are powerless to change the conditions of our business environment, we are in control of our own thoughts and behavior. Frustrated and impatient job-seekers who become aggressive with slow-moving, indecisive hiring executives end their candidacy. Hiring

executives and recruiters, who display lack of respect for the professionalism and dignity of job seekers, damage their reputations and those of their companies. We will put these difficult times behind us. Many of us think we played our careers by the rules but we have not received the reward that is our due. Unfortunately life and business are not always fair, even when we do everything right. Nonetheless people who meet life's challenges with calm, patient dignity, hope for the future, faith not only in themselves but also in others and thankfulness for what they have, seem to fare better than those who do not.

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