

THE BRIGHTON GROUP

RESOLUTIONS FOR REDUCING CAREER ANXIETY

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Bellevue, WA – December 21, 2009 – With unemployment and under-employment still high and expected to remain that way for much of 2010, more people are resolving to focus on where they are now in their careers – and where they hope to be by this time next year, according to OI Partners-The Brighton Group (Bellevue), a leading global career transition and executive coaching firm.

“There is higher career anxiety than there has been in decades,” said Christopher J. Ihrig, Vice President & General Manager of OI Partners-The Brighton Group (Bellevue) (www.oipartners.net). “The employment picture worsened considerably in 2009, leaving many people without jobs, working part-time, or for less pay than the year before. For those who held on to their jobs, there were fewer raises, bonuses, and promotions. More people are intending to have a better career year ahead.”

Following are New Year’s resolutions from consultants at OI Partners-The Brighton Group (Bellevue) to help reduce your career anxiety in 2010:

- Put your career at the top of the to-do list each day. “Too many people make check lists for the New Year, and then quickly forget them. Your career is a major part of building a fulfilling life. The best way to take advantage of opportunity is to create it,” said Ihrig.
- Compile your short-term, intermediate, and long-term career goals, and focus first on those that are most achievable. “Evaluate where you are, visualize where you want to be, and take steps each day to realize your ideal career,” said Ihrig.
- Review last year’s career resolutions. “Determine what you wound up doing, and what you would do differently if you could,” said Ihrig.
- Be prepared for more alternative employment opportunities in a slightly rebounded economy. “When hiring improves, there will be increased demand for contract, freelance, and part-time work before full-time jobs are created. Position yourself to take advantage of these employment options,” said Ihrig.

- Improve your career resiliency. “Have contingency plans ready so that you can bounce back quickly if needed. Even if you are not laid off, you may want to redirect your career future when there are more positions available,” said Ihrig.
- Upgrade your professional skills and capabilities. “Invest in your career development by keeping your professional knowledge and skills up to date. Learn new technology, take courses, read books, and be committed to staying relevant in your professional area. Continually improve your employability by increasing the value you can bring to employers and their customers,” said Ihrig.
- Find a mentor or job-search board of advisors. “Enlist a mentor with whom you can strategize career options and ideas, and whose experience can serve as a guide and resource of support. If unemployed, assemble a personal board of advisors who are equal to or above your organizational level, and may be connected to others who can open some doors for you,” said Ihrig.
- Enhance your communications skills. “The ability to communicate effectively consistently places at the top of the list of necessary skill improvements for all management levels. Those who can get their messages across to bosses, subordinates, colleagues, and prospective employers are ahead of the pack in getting jobs and being promoted,” said Ihrig.
- Update your résumé, professional network, and your online presence. “In addition to regularly refreshing your résumé, continually add new networking contacts, and update your online presence on job-search and social networking websites,” said Ihrig.
- Try to work out negative issues with your current employer before deciding to move on. “Talk over issues you may have such as a negative performance appraisal, missed bonus or promotion with your immediate supervisor. Consult with the company’s human resources department, or seek counsel from a mentor, but never make a career decision in haste,” said Ihrig.

About OI Partners

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