

http://www

Job Seekers

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"Experience is not what happens to a man. It is what a man does with what happens to him."

- Aldous Huxley -

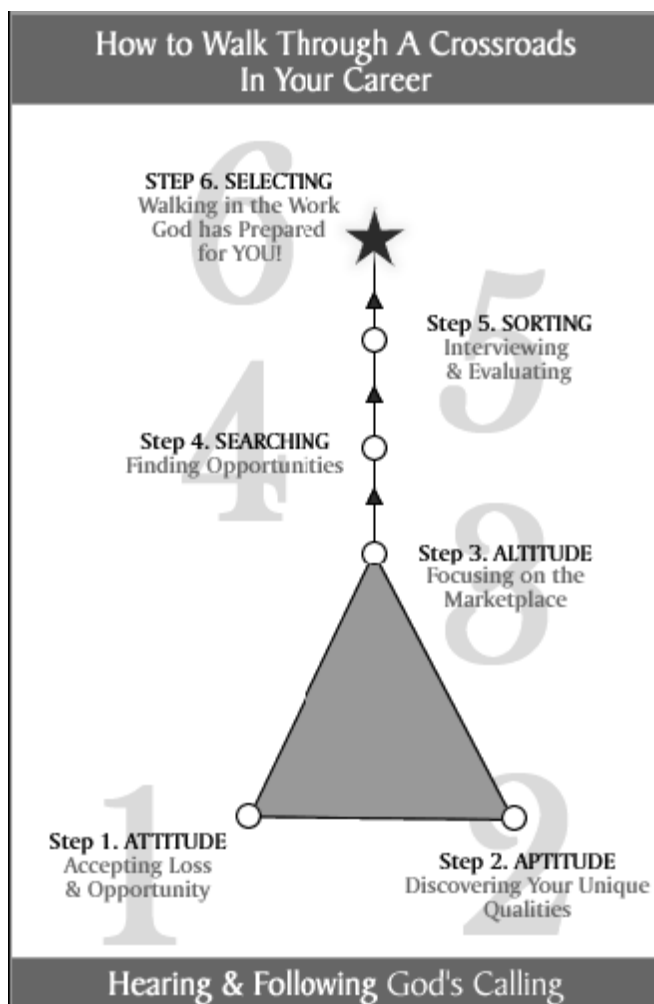
Step 4: Searching

Finding Opportunities

There are many ways to find opportunities, but 85% of all new jobs are found through NETWORKING. Looked at another way, your **odds of being selected for an opportunity are 42 times greater** if you are personally referred through networking. That gives you a 4200% better chance!

1. **Make a list** of everyone you know - family, friends, people you've worked with, neighbors, people you went to school with, people you go to church with, people you play with, people you do business with, and so on.
2. **Contact each of these people** and **use your 30-second elevator pitch** to let them know what you are looking for. **Ask them if they know other people** you can talk with who might be able to help you. Do not ask them if they know of a job. If they do, they will tell you. What you want them to do is to give you more contacts.
3. **Continue networking with each new contact** until some of them begin to tell you about opportunities. One of them may even offer you a job. That's how networking works. It works for virtually any kind of job or business opportunity because **people know people who know about opportunities**.
4. Always **thank people** for their help. Send a thank you note or email in addition to a verbal thank you.
5. **Stay in touch** with people as your search progresses. Let every person who helped you know when you finally land the job or business opportunity you want.
6. **Be ready to help** your networking contacts if they ever ask you to.

Crossroads Career Network is now active for one year!!!!



"If opportunity doesn't knock, build a door."
- Milton Berle -

Before you get hired for a new job, you have to get "found" by a hiring manager. That's obvious. But how do you get found? How can you get on the radar of top employers and make them call you for an interview? That's not so obvious.

You could troll the Web and apply for posted jobs, but those are just the tip of the iceberg. For every advertised opening there may be five or more "hidden" ones. To solve this problem, here are three simple ways to get noticed--and get hired--by your next boss.

1. "Temp" is Not a Four-Letter Word

If you've never considered taking a temporary or contract position, you should rethink that attitude, according to Jackie Engmark, Executive Director of the [Minnesota Recruiting & Staffing Association](#). The 75 firms in the MNRSA fill positions ranging from entry-level to executive, with up to 70-75% of those jobs being temp-to-hire positions, according to Engmark.

"Businesses look to staffing firms as a good source for permanent employees. Regardless of whether they need the talent on a temporary, contract, or permanent basis, businesses tap staffing companies for that talent," says Engmark.

Approximately 35% of people who take a temp job end up getting hired full-time, according to Engmark. That's a .350 batting average--not bad. And smart employers will create a full-time job for the right temp worker. "With the current talent shortage, if a company brings in someone who catches on fast and has the right attitude, more often than not they will find a place for you," says Engmark.

She says the secret lies in having the right attitude and work ethic--two traits that can't be taught. "Employers can invest in training you other skills. If you are outgoing, friendly and work hard, jobs will find you." To find staffing and recruiting firms near you, Google the following phrase: "[your state] staffing firms."

2. Get Connected

You may use LinkedIn.com, Facebook.com and MySpace.com, but are you getting all that you can out of these social networking sites? One way to get found faster by employers is to enhance your profile. For a dramatic before-and-after example, take a look at the Extreme Makeover that marketing guru Guy Kawasaki got for [his LinkedIn.com profile](#).

Tip: The more high-quality connections you make on sites like LinkedIn.com, the more likely you are to get found by employers. On his blog, Kawasaki writes: "People with more than 20 connections are 34 times more likely to be approached with a job opportunity than people with less than five."

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3. Keep Your Dirt to Yourself

According to NBC news, 77% of employers will search the Internet to check your background, and 35% of employers have eliminated a candidate for consideration after finding "digital dirt" about them online. That means you have to be extra careful about what you post in your profile on LinkedIn, MySpace, Facebook and other sites.

"My advice is to post only information online that you would feel comfortable sharing with your grandmother. If you wouldn't want her to see your photos or learn about your drunken behavior, don't post it anywhere online," advises Steven Rothberg, President and Founder of CollegeRecruiter.com.

One hiring professional, posting on a CollegeRecruiter blog, wrote: "My team and I use sources such as Facebook.com and MySpace.com on a regular basis to screen candidates. We have on many occasions stopped the interview process with candidates based on their online profiles. Think twice before you post anything out there for us to see."

So, to find your next job, you might want to take another look at temping, get connected online, and get smart.

Kevin Donlin is creator of TheSimpleJobSearch.com. Since 1996, he has provided job-search help to more than 11,000 people. Kevin has been interviewed by USA Today, The Wall Street Journal, CBS Radio and others. His free report, The Simple Job Search Manifesto, is found at www.TheSimpleJobSearch.com

Lonely? Sad? Discouraged?



Going through a tough time – emotionally or spiritually? Struggling with a crisis in life? Or simply feeling down?

Consider letting a Stephen Minister help. A Stephen Minister is a member of our congregation who is trained to listen, care, encourage, pray, and walk alongside you during difficult times. It's confidential, free, and very helpful.

To learn more, talk with a [pastor](#) or [Stephen Leader](#).

Bear one another's burdens, and in this way you will fulfill the law of Christ.

– Galatians 6:2

Our Stephen Ministers are there to care!

Rev. Pam Rowley 720-348-1528

Here's a brief excerpt from a helpful article by Christian Career Center titled [Finding Hope in Troubled Times](#):

While there are key tactics that can help people find jobs more quickly, one of the most important strategies is cultivating a sense of hopefulness. Hope is critical to a successful job search. Without hope, we lose momentum and stop taking action to move forward. With hope, however, we are motivated to keep going. Hope enables us to believe that things will get better and that we will be able to overcome the present difficulties.

The source of hope for Christians, of course, is not a new President or new economic strategies, but, rather, God. And yet, while we may profess to believe in a God who knows us by name, cares about our lives, and has the power to see us through whatever difficulties we encounter, we may still find ourselves wrestling with despair and discouragement. How about you? If you could use more hope in your life and job search, try out these suggestions...

[Head over to Christian Career Center](#) to finish the article.

The old model won't make you stand out in the crowd, says MRINetwork®

- Tuesday March 31, 2009, 10:50 am EDT

"It's a big mistake to rely on your traditional resume as your primary marketing tool," says Tony McKinnon, president of **MRINetwork**. "Most people drag out some version of their resume that they've been using for years, update it with their current information, and get a very discouraging ROI for their efforts."

McKinnon says to stand out you have to create alignment between the specific needs of the employer and the value that you bring to the market, and find new ways to communicate that value. His advice on how to do that means doing some hard work before that resume leaves your hands:

Dive in deep by learning as much as you can about the needs of the companies you want to work for. Understand:

- Their culture.
- Their strengths and weaknesses, including skills and competencies they may be lacking.
- Challenges that are holding them back from achieving their sales goals.
- Initiatives they may have tabled for the present, but will come back to when conditions improve.
- Future initiatives – and the talents they will need to achieve them.

Find more information from **MRINetwork** about **analyzing your skills, researching the job market** and **communicating directly with potential employers** in the full release on **MRINetwork.com**: http://www.mrinetwork.com/cms/press/article_release.aspx?id=736

