

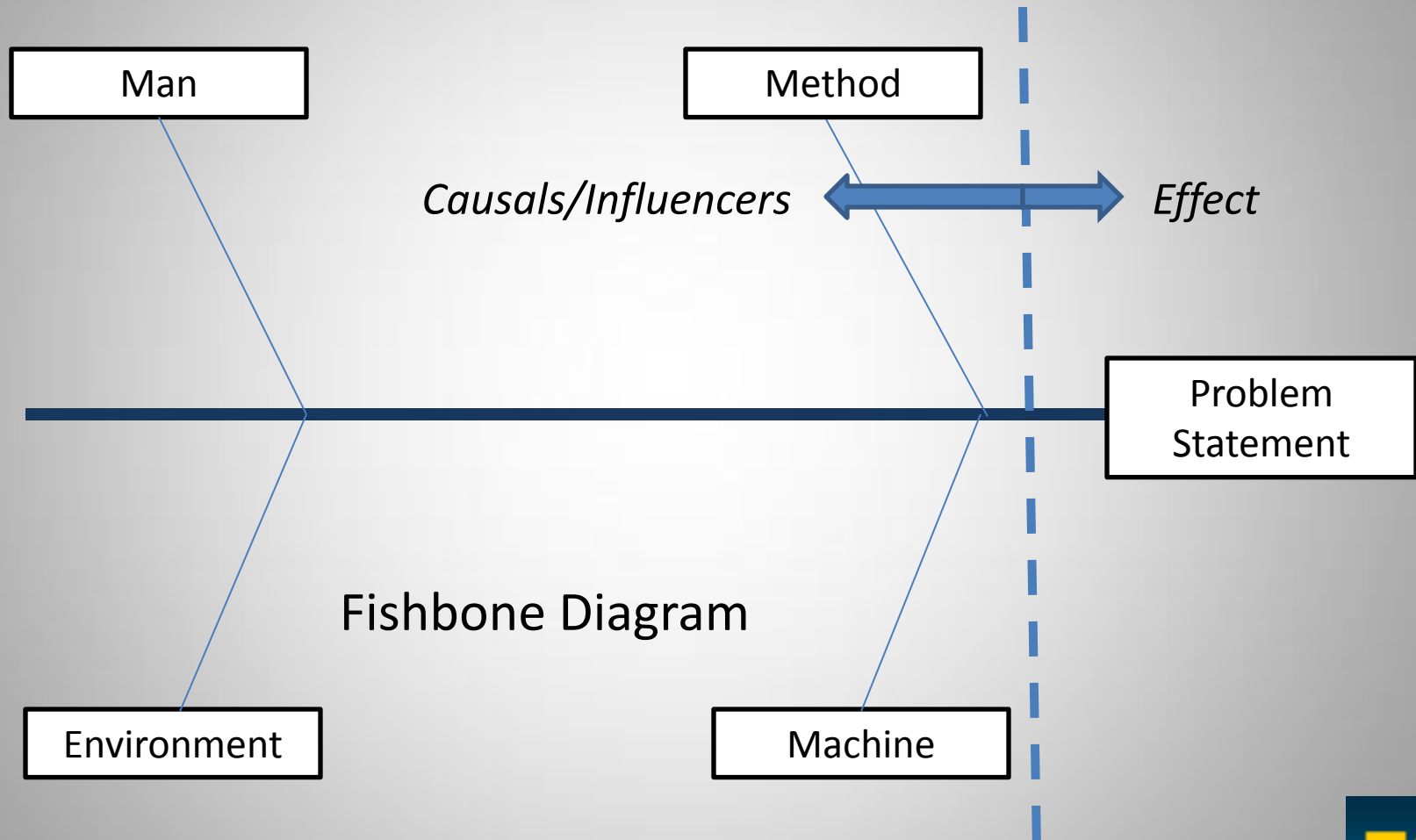
Cause and Effect

Knocking Down Barriers to Re-employment

Today's Agenda & Desired Outcome

- Root Cause Analysis
 - Understand the barriers to re-employment
 - Self-discovery of your personal situation
- Desired Outcome
 - Develop a personal plan to overcome the barriers to re-employment

Ishikawa Diagram



Definitions/Cause or Influence

- Man
 - People associated with your search, your skills, experience and training
- Method
 - Your strategy, process or plan, tools used to execute your search
- Environment
 - Your surroundings, current external influences
- Machine
 - Technology, computer, communication devices

Problem Statement/Effect

- Unemployed
 - Out of Work in the field of your training, experience or choice
- Under-employed
 - Consulting assignments
 - Part time work

Brainstorming

1. *Individually*, please identify one element for each definition in the *Cause* categories, Man, Method, Environment and Machine
 - Example- in the **Man** category, hiring managers have an influence on your search
 2. Write your choices on the sticky notes and place them on the board to the left of the *category* bone. *Please remember your choices and categories*
- *These causals are not problems...yet*

Review Causals

1. Group the common causals and reach consensus on appropriate category
2. Determine top four causals
 - These become key influencers to your search

We have determined the top four influencers critical to a successful job search, if all of these were being executed properly we would be working!

Potential Problems

1. As a workgroup take 10 minutes to discuss and determine the potential problem with the causal/influencer your group has been assigned, please come up with a minimum of 5 per workgroup
2. Select a spokesperson to present the findings to the entire group

Making it Personal

- Out of the top four causals/influencers identified, and the subset presented by each workgroup how many apply to your situation?
- Do you have control over the causal/influencer as it is being presented?
 - Example -“No one returns my calls” or “I’m too old”.

Potential Solutions

- Solutions that are within your control, forget about those things that are not in your control.

“God, grant me the serenity to accept the things I cannot change, the courage to change the things I can, and the wisdom to know the difference.”

Potential Solutions

- Based on your findings what have you identified as problems that you can solve?
 - Ineffective résumé (Method, Man, Machine)
 - Ineffective networking (Man, Method, Environment)
 - Ineffective PC use (Machine, Method, Environment)
 - Reactive strategy (Method, Environment, Machine)
 - Not enough interviews (Environment, Method, Man)

Your Personal Plan

- Must be SMART:
 - Specific, Measureable, Attainable, Realistic, Timely
- Examples –
 - *“increase the number of new people I meet per week to five”.*
 - *“increase the number of follow-up calls to seven”*
 - *“set-up very specific Internet search agents “*
 - *“stop dwelling on the unemployment rate”*

Your Personal Plan

- Each identified causal, (problem) can be put at the head of the fishbone as a new problem statement and be drilled down to more defined causals.
- Work on no more than four items at a time, it becomes very difficult to change course and behavior if you are doing too much at once.

Kaizen, slow and steady improvement " it is better to do one thing right than do many things half fast."

Your Personal Plan

- Complete the worksheet, based on what you determined to be your problem and, establish SMART goals.
- From your worksheet, modify your career search strategy and tactics.
- Include in your personal plan, motivational/inspirational recordings and writings and spend at least 20 minutes a day reflecting on positive outcomes

Review/Questions

- Root Cause Analysis
 - Learn about the barriers to re-employment
 - Self-discovery of your personal situation
- Desired Outcome
 - Develop a personal plan to overcome the barriers to re-employment

Questions?

Thanks for Your Time!

- Visit my website for more career search information and links to some excellent job search websites www.mycareerstartshere.com
- If you are on LinkedIn send me an invitation to link up. If you are not on LinkedIn join immediately, there is no cost for the basic service.

“There are two primary choices in life: to accept conditions as they exist, or accept the responsibility for changing them”. Denis Waitley