

10 Things

THEY NEVER TELL YOU
WHEN YOU START WORK

...AND WHY !



A Free Report from
ProFile Career Dynamics
www.career-dynamics.co.uk

About ProFile Career Dynamics

There are a myriad of companies, both on- and off-line that focus on finding new jobs.

BUT... to give yourself the best chance of landing a new and (hopefully) better job, you have to make the most of your current one.

This is where Career Dynamics comes in. It is our aim to accelerate your career by maximising your current value and so increasing your marketability – and that means bigger salaries for you.

Increasingly, it is up to the individual to carve their own career, independent of any organisational "initiatives". This is because:

- Job security is being eroded.
- Job life expectancy is decreasing.
- Organisations are geared up for flexibility.

This means you need to be flexible, too. It means you can no longer rely on blanket training programmes or on getting promoted. Each employees needs are becoming highly individual. It also means changing jobs at some stage is pretty much inevitable. So you will need to know how to market yourself. And the best way to do that is to have a highly saleable product – a high value "You".

Career Dynamics gives you the means to do this. You can:

- Give yourself unique, valuable and marketable skills with our training courses.
- Accumulate daily working techniques with our e-mail training course, "The Pro File" to give yourself an unsurpassable professionalism.
- Devise your career plan through our exclusive book "Career Magic".
- Market yourself with a killer ProFile CV.

- Plug those gaps in your career knowledge through our Free Advice Centre.

And there's our free weekly careers E-Zine, with up-to-date insights on the employment market.

Have a browse through the ProFile web site at www.career-dynamics.co.uk. I'm sure you'll find something to boost your career.

You only get one career. Protect it, nurture it, invest in it.

Who is Ryan Stephenson?

After graduating with a B.Eng. in Materials Science, Ryan began his career in production management at British Steel. Several years later, he decided to move up a level. He quit, moved to Cambridge and gained his Masters Degree in Business Administration.

Several years on the consultancy circuit followed, realising significant profits for his clients chiefly through productivity improvements, training and change management.

After a brief return to production management, he decided to use his years of experience for better things and founded ProFile Career Dynamics, to pass on this experience and knowledge for the benefit of as many people as possible.

He is now also a professional copywriter, creating sales promotions for clients in traditional advertising media. This combination of business knowledge and marketing savvy is an ideal mix to give winning advice and guidance on how to plan and build a sound career and on how to promote yourself in the job *market*.

He is also the author of,

"Career Magic – How To Get Employers To Work For You.
The New Realities Of Job Hunting And Career Progression
– A Complete Guide"

This must-read for any modern day career person, details:

- How to create your own killer CV,
- How to breeze through interviews with confidence and authority,
- How to career plan,
- How to benefit from flagging organisations,
- And reveals great answers to the toughest interview questions.

This introductory booklet will give you a taste of his style, insights and of the practicality of Career Dynamics information. It also clearly demonstrates whose side he is on. Yours!

10 Things



They Never Tell You When You Start Work ...And Why!

You are about to discover some very useful insights into the world of work. Insights that should make your working days less stressful, more understandable and meaningful and quite possibly more lucrative, too. These few pages divulge some very valuable information. Information that could open your eyes to a new way of working if you so choose; certainly a new way of thinking.

This concise collection of no-nonsense disclosures about the world of work, its pitfalls, its peculiarities and its opportunities took me many years to accumulate and decipher. They could have saved me a whole lot of grief in the early years, had I known it all back then. But they certainly made life more tolerable in the meantime.

It is written in my preferred style - open, free-flowing and conversational, which pulls few punches. This booklet is after all intended to expose a few home truths, so there is no point in mincing about.

You may not like some of the points made here and some you may not believe in or agree with them all. But whether you do or not, they do happen, every day, up and down the country.

It all depends on your personal nature. If you're happy doing what you do, that's fine. If, however, you are looking to make life easier for yourself, or for ways to get on a bit, then you'll likely find the nuggets of information very useful.

As is explained in Number 10, application is the key to learning. So, as you read each one, give some thought as to how it applies to your own situation.

I sincerely hope you find real value in these insights. They have certainly proved to be very valuable for me.

Enjoy.

Ryan Stephenson

The First Thing They Never Tell You



"You will be paid the lowest possible amount they can get away with."

Why should this be so?

1. For a start there is little union power around these days to argue otherwise.
2. You have to wait two years now before you get the employee protection you used to get after 6 months.
3. There are plenty of other people waiting in the wings to take your place for a lower fee if you refuse.
4. If you do protest, you can typically kiss promotion goodbye.
5. Employee costs are a significant percentage of total costs and are usually monitored in budgets and reports. It is often a key management performance indicator (like production, wastage, stock levels and so on). So it is in their *own* promotional interests to keep them as low as possible.

So what's the answer? It depends on your view.

If you need security more than a stunning wage, stay put and argue your case at your annual reviews.

If you want the money, you need to build yourself a glittering CV and jump ship at suitable moments. This may mean volunteering for projects, taking extra responsibility, making suggestions, and sometimes swallowing your pride and compromising your better judgement.

In the lower ranks, getting your way is secondary to getting promoted. The difference you can make is not significant, anyway. The people who can make a difference and can get you promoted are higher up.

Besides, you will eventually have the last laugh when you become more marketable. And nothing annoys your antagonists more than agreeing with them! Be satisfied with that. And make note of No.9 here.

Most of all, keep records of your work, your results and your improvements as evidence for your CV.

Whatever you do, you should realise that it is all a means to an end. Your aim is to build an impressive CV and to back it up with the facts and figures of your proof of capability for your next employer.

The Second Thing They Never Tell You



"You'll never make good money working for other people."

How many senior managers are there at your place of work? And how many others are there? The ratio is likely to be anywhere from 40:1 to 200:1. So if you have their education, background, ability, contacts and perhaps luck, those will be your odds of making that kind of money also. If you lack any one of those parameters, the odds increase exponentially.

Then ask yourself how long you would have to wait before you started earning that sort of cash? By the time you start making enough money to relax with, it's nearly time to retire.

Pah! You want the cash NOW, just when you need it most - when you want to build a home, raise a family, do stuff, take activity holidays, drive a fast car or whatever.

So what do you do about it?

Well, you could look to get into one of the more lucrative and growing business sectors such as computing, finance or recruitment. Or one of the traditional ones such as law or accountancy. Any of these may mean re-training. And you must be sure you are going to at least enjoy it a bit. Alternatively, you could put your efforts into Number 1, above, which may take years to develop, or...

Have outside interests! This is much more fun. Don't fall for get-rich quick schemes (because they are anything but) or home-working schemes. And be wary also of MLM (multi-level marketing) stuff.

Keep your eyes and ears open. Talk to friends. Can you club together and start something? Think about what interests you; what you already know something about. What have you learnt from your employer than you can apply outside? Can you trade your skills elsewhere? Are there certain elements of what your employer does

that you could do better or cheaper? You certainly won't have the overheads they have and that will make you cheaper. Are there ideas and suggestions that would work but which they have failed to or refuse to take on board? "Ripping off" your employer in this way is probably the most common way of doing your own thing. Accumulate everything you can from them that you think might help.

Keep these questions in your mind and sooner or later ideas will start to flow, often in the most unexpected places.

I'm always on the look out for good part-time business ideas myself to pass onto ProFile members. Perhaps I will have the opportunity to divulge some to you in the future.

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