

Flexible Resources explains how accepting reduced compensation now paves the way for future opportunities

NORTH JERSEY, February 26, 2009 -- In a job market as tough as this one, job seekers need to rethink what they want and instead think about what they need.

That's the advice of Tracey Austin, director of Flexible Resources, Inc. New Jersey. Flexible Resources is a staffing and consulting firm located here and in Connecticut that creates flexible work arrangements at the professional level.

"Job seekers need to take a holistic approach," says Ms. Austin. "Going for more money, or a bigger job title just isn't going to happen in this economic climate. Instead, job seekers need to completely revise their outlook and see the total picture."

Ms. Austin says several candidates refused to consider long-term consulting positions --- the type of opportunities most available right now -- because they were paying as much as 40 percent less than they had been making. One candidate, in fact, later rethought her position and said she would take the offer, but the position had already been filled.

Another recently unemployed man who was considering a consulting position, also at a rate below what he was getting in his former full-time job, was worried that accepting the assignment would benchmark him at a reduced salary for future jobs.

"We're talking about supply and demand -- the market sets the rules, says Ms. Austin. Right now the job market is not unlike the housing market -- we have overabundance of inventory (job-seekers) and that lowers prices. When the market turns around demand will increase for top talent. And those who have been applying their skills in different environments will be the most valued."

Flexible Resources says there's a silver lining for job-seekers who can make the necessary attitude adjustment to succeed in this market:

- In the current climate, being employed even part-time or short-term, is better than no job at all, both financially and emotionally;
- Networking opportunities abound no matter where you are
- Access to people and information
- Insider knowledge of the workings of a new company and its culture
- Opportunities to learn new skills
- All positions evolve: today's temp assignment often evolves into something long-term or permanent

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“More than 90 percent of our consultants are asked to stay on beyond the initial term of their contract,” says Ms. Austin. “That’s proof that positions evolve as the economy changes, and that companies are loath to lose someone who can come in and hit the ground running, who already understands the job and the culture.”

“So job seekers need to focus on the whole picture and not just look at the dollars, the title, or the size of the office. That’s the old system of career progression that no longer applies. It’s a whole new way of looking at building a career.”