

**WELCOME TO THIS  
EDITION OF CAREER  
COMMUNIQUE!**

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Annemarie Cross is a Career Coach, professional Resume Writer and NLP Practitioner, and founder/principal of Advanced Employment Concepts, a consultancy offering specialised services for people striving for success and fulfilment in their business, careers, and personal lives.

[www.annemariexross.com](http://www.annemariexross.com)

## CAREER *communiqué!*

### Annemarie's Muses

Hi everyone!

Welcome to the Dec/Jan 06 edition of Career Communiqué.

I trust you all had a relaxing break over Christmas and have been able to recharge your batteries in preparation for another very successful year!

We headed down to our favourite camping spot (in Launching Place)—a lovely little caravan park next to the Yarra River. Plenty of activities to keep the children occupied and allow the adults to get some well-deserved R&R.

It reached a hot 44° Celsius over the New Year's Eve period, so the entire camping ground was quickly deserted as we all headed down to the river to soak our weary and extremely overcooked feet! The weather bureau claimed that it was the hottest night in over 50 years. I am so impressed with myself that I survived it without any air conditioning! [Only just though].

Besides the very hot few days, we had a great time!

AEC will re-open its doors on the 20th January 2006 and I am looking forward to being able to support you in achieving your career goals.

We are launching a new segment CYC—In the Spotlight, where I will be holding one-on-one informational interviewing sessions with people from diverse industries to gain an informative 'snapshot' of their day-to-day responsibilities; what attracted them to the industry; and what they LOVE about their jobs! This month we interviewed Julie-Anne Peake—Registered Psychologist. [If you would like to be interviewed, or if you know of someone who would agree to be interviewed in coming months, please drop me a line!]

Have a great month everyone!

Till next month.

***Annemarie***

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## CAREER *communiqué!* con't

### Coach's Corner: New Year's Resolutions. Don't set yourself up for failure!

The end of a year often has us reflecting over the past 12 months and establishing resolutions for the things we want to change in our lives.

You may have decided to look for a new job, or that it was time to dust off those runners (the shoes you bought at the end of 2004 which are still sitting at the very back of your closet) and get fit, or even to loose some of those extra pounds that have crept up over the past few years. Does this sound familiar?

Unfortunately, research has shown that less than 10% of people who set resolutions actually ever achieve them. Are you one of the 90% who make resolutions at the end of each year with 110% commitment, only to find as the year progresses, you stray and eventually loose sight of your goal? Have you been putting up something that you really want to change? What has settling for second best been costing you whether emotionally, physically or spiritually?

NLP states that whatever we think, say or do will become our reality. Therefore we need to be extremely vigilant in what we 'tell ourselves' either verbally, through our actions, or even through our thoughts. Our unconscious minds are in the background ever eavesdropping on what we (and others) say. "Oh, you've been making the same resolution to loose weight for the past 2 years. What's going to make this year different?" Or, "You'll never leave your job – you've been saying that you want to leave over the past 18 months, and you're still there." Does that sound familiar?

So what steps should will enable you to fulfil the changes you want

*"...less than 10% of people who set resolutions actually ever achieve them."*

you be taking that and made good on to make in your life?

A great strategy is to 'resolution' into an intention is far more

change your 'intention'. An powerful than a

resolution, as it is a goal or outcome that you 'intend' to achieve, requiring planned action steps. A resolution is often a fleeting decision or declaration made in the spur of the moment without any real planning.

To assist you in defining your intention and ensuring your goal(s) are realistic, measurable and specific, put each of your intentions to the test.

1. What specifically do you want? What is your intention?
2. What is currently within your control that you can do to obtain this?
3. Describe specifically how it will feel when you have this?
4. When, where and how specifically will you have this? [Put some parameters on your goal/intention].
5. What are the steps you will take to obtain this?
6. What resources do you require to obtain this?
7. What resources do you already have to obtain this?
8. How will you know when you have this? What is your evidence?
9. Does this outcome fit into your life and have no consequences to yourself and others that would be harmful or painful?

Continued P3

**Bringing out the best**

HR Monthly --- Page: 38-39 :  
December 2005  
Original article by Rudy Pilotto

There are many theories about management in business and the motivation of employees. A good manager must learn to motivate his or her employees, otherwise the company will go downhill. Research has shown that all employers want "satisfiers" such as recognition, feedback, the creation of challenging work and a say in decision-making. Experts believe that the manager's job is to find out what the employee wants and give it to him or to her. A disciplined manager will get to know what each employee specifically wants. A manager must praise and reward, just like an athletics coach, convince each employee that he or she is valuable and that the hard work done is valuable. Just like an elite coach, a top manager will show "genuine interest" in each employee.

[Source: My Business Daily 22  
December 2005--ABIX]

**CAREER *communiqué!* con't**

**Coach's Corner: New Year's Resolutions.  
Don't set yourself up for failure!-con't**

The following example should illustrate how you can alter a resolution to an intention:

<b>Resolution:</b>	Lose Weight	Change Jobs	Get Fit
<b>Intention:</b>	To be XX kg by the ____ and feeling wonderful, healthy and motivated.	To be working in a _____ role by the _____ where I can feel passionate and motivated.	To exercise 30 minutes three times per week to enable me to feel fit, healthy and fantastic.

Can you see the difference? Once you have you established your intentions and put them through the above questions, you should then be able to develop your action plan.

Here are a few pointers to keep you on track:

- ◆ Remember to remain strong in your commitment to change. Visualise what you will achieve after having accomplished your goal. How will you feel? What will you hear after you achieve your goal?
- ◆ Establish a strong support system to sustain you during difficult times. Having support will allow you to overcome any obstacles and challenges that may arise.
- ◆ Keep track of your progress as this should motivate you to continue charging on toward your goal.
- ◆ Remember to give yourself a big pat on the back. You may consider establishing a reward system along the way. [If your intention was to loose weight you may promise to get a massage and facial once you reach a certain milestone in your journey.]

[Note: be careful that the rewards you set will not block you from achieving your goal. If your intention was to loose weight and you rewarded yourself with a big piece of cheesecake, you may just find yourself devouring the entire cake].

Here is to a successful 2006! Let me know how your intention setting and planning goes! If you feel you could benefit from some support during your journey, drop me a line! [annemarie@annemariemcross.com](mailto:annemarie@annemariemcross.com).



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Do you ever "trip over your own tongue", become "tongue-tied", or feel you're just **not delivering your best performance during a job interview?**

Imagine if you could:

- ◆ conquer the top 10 mistakes that 9 out of 10 job seekers *unknowingly continue to stumble on;*
- ◆ answer each question easily and effortlessly; and
- ◆ maintain a professional persona throughout your next interview **to secure that edge over your competitors!**

**Ace that Interview! Cutting-edge interview techniques EXPOSED!** is the resource you have been looking for, jam-packed with interview strategies.

*I recommend "Ace that Interview" for its practical advice and "insiders" view that would otherwise be difficult to find in one comprehensive source.*

**Gayle Briggs, Senior Consultant,**  
ATTAIN PEOPLE SOLUTIONS

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### Making sure 2006 is your best year ever!

Following on from the previous article on 'intention' setting to support you in achieving your goals in 2006, one of my esteemed colleagues, Krishna De, is set to launch an innovative new programme "Kick Start Your Year", which I'm thrilled to be able to share with you.

The programme will run over the course of one year, and comprises of:

**A foundation programme of 4 weeks** of teleseminars where we will cover:

- ◆ **Developing a compelling vision** - of where you want to be on 31st December of 2006 and creating a clear statement of your intentions
- ◆ **Defining your goals** - turning your vision into a set of practical and measurable goals
- ◆ **Developing a set of measurement systems** - that will keep you on track as the year unfolds and allow course corrections during the year
- ◆ **Creating a calendar** - for your rest days, business development days and profit-generating days and ensuring you access the support you need to keep you on track.

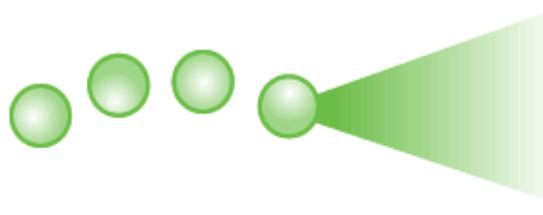
**In the second stage of the programme** you will access ongoing support through out 2006 through:

- ◆ **Access to my coaching gym**, submitting your weekly report to report your successes and where you can ask for specific guidance to address your business development challenges
- ◆ **A monthly mentoring call** where we connect as a community by tele-conference to help you stay on track with your performance promise
- ◆ **Membership of our on-line community** where we will share ideas and resources to grow your business
- ◆ **A mid year strategic review**, meeting together as a group to discuss review your annual strategic plan and goals, to celebrate success, to network with peers so that we give ourselves every possible support and encouragement for achieving our goals for 2006.

**Kick Start Your Year** starts on the 25 January 2006, however Krishna is planning to hold a FREE introductory, 60-minute, jammed-packed, content-rich tele-seminar on the secrets to making sure 2006 is your best year ever!!

The tele-seminar is planned for Wednesday 25 January 2006 at 2pm ET, which is 6 am on Thursday 26 January for us here Melbourne. Yes, it is early—but will be well worth it!

To find out more information [[click here](#)]



Welcome to Catapult  
your Career's inaugural  
*In the Spotlight* segment!

Each month our resident  
Career Coach – Annemarie  
Cross will hold one-on-one  
informational interviewing  
sessions with key people  
from diverse industries to  
gain an informative  
'snapshot' of their day-to-  
day responsibilities; what  
attracted them to the  
industry; and what they  
LOVE about their jobs!

Relevant, supportive, up to  
date and fun information!  
Grab a coffee - sit back –  
and ENJOY!

## O v e r v i e w

Psychologists study human  
behaviour, conduct  
research and apply  
research findings in order  
to reduce distress,  
behavioural and  
psychological problems,  
and to promote mental  
health and rational  
behaviour in individuals  
and groups.

To access In the Spotlight  
Online, [click here](#).

## CAREER *communiqué!* con't

### Interview with Julie-Anne Peake Registered Psychologist

**AEC asks:** What attracted you to this profession?

**Julie-Anne answers:**

I have always been considered a good listener, even when I was a young child. I found that all my friends would turn to me when they needed to talk or work through problems. However, as the years went on, several people I was close to developed substance use disorders and severe mental illnesses. These were extremely difficult times but the more I read and researched, the more interested I became. I realised that I had learnt a lot from my experiences and that I had gained valuable insight into how mental illnesses can not only affect an individual but also those around them.



**AEC asks:** Can you provide a snapshot of what a typical day would involve for you?

**Julie-Anne answers:**

A typical day for me would entail checking emails and mail, having 3 hourly appointments with clients in the morning, taking a break for lunch, writing letters to GPs, then more appointments in the afternoon and evening. Some days are really long, 9am to 9pm, but I take regular breaks to be able to remain focused.

**AEC asks:** What do you love most about your job?

**Julie-Anne answers:**

I love seeing people reach their goals and find resolution to their problems. Sometimes it is hard for people to feel good about themselves, their situation or their future and I enjoy being able to offer them hope. I enjoy the active part of my work with clients that involves helping them to realise where they are getting stuck and helping them to change these things.

**AEC asks:** What would be the least favourable areas about your role?

**Julie-Anne answers:**

Paper work. I employ a bookkeeper to keep track of all the invoicing and expenses and he is great.

Continued... [[click here to continue reviewing the interview](#)]

## Do you have a career or job search related question?

Let one of our career experts answer your question on our job seeker forum. [\[Click below!\]](#)



Check out our job search/career related posts on our blog—**Catapult Your Career**

Please come on over and drop us a line. We'd love to hear from you!



## CAREER *communiqué!* con't

### Q & A

Dear Annemarie,

I've been in my role for just going on 2 1/2 years, and while I love the company I work for, I'm finding my job is becoming very boring. I don't really want to leave the company, but feel that I am becoming stagnant in my role. What should I do?

Jennifer S.

Annemarie responds:

Hi Jennifer,

Thank you for your great question!

Repetitiveness, familiarity and ability to perform your functions with your eyes closed can eventually lead to boredom, which is often the reason that workers move on. This is exactly where you are at the moment within your career.

Since you prefer to remain with the company, have you considered approaching your manager or HR representative and discussing this with them? By explaining to them that you would love to be able to explore other options within the company and asking how they may be able to support you, is certainly a viable option.

Recruiting and finding replacement staff can be very time consuming and costly for an organisation. If you are a valued

staff member they would probably not want to see you leave, so would be willing to explore options in how they can support you in your current goals.

Many organisations have career development programs in place to support their staff in progressing

(either vertically or horizontally) within the organisation. They may be able to assist you in creating a development plan, which can include goals, strategies, action steps and target dates that will support you in your transition to

another role within your current workplace.

Before approaching your manager or HR representative however, it would be beneficial for you be able to articulate exactly what it is you are seeking. You should also be willing to listen to any advice on how they can support you in this area. There may be upcoming projects or assignments that you can become involved in. Or, perhaps opportunities for further professional development will allow you to expand your current job scope.

To your success!

**Annemarie**





As you settle in to a new year at work, now would be a great time to check in on your satisfaction and motivation levels with your current role.

It is a well known fact that people who are passionate about their jobs and feeling fulfilled in what they are doing, are far more productive and energetic than in comparison to people who dread even the thought of having to go to work.

Dissatisfaction, boredom and non-motivation are contributing factors towards burnout – a serious and increasingly widespread condition

## CAREER *communiqué!* con't

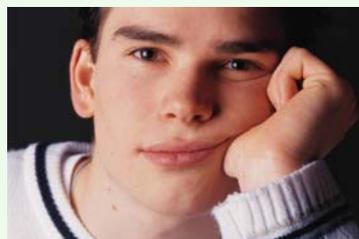
### New Year Career Checklist

If you have accepted the status quo and regularly find yourself mumbling “I hate my job” but doing nothing about it, you may already be in the grips of burnout.

Further signs of burnout also include:

- ◆ Loss of purpose and direction in life;
- ◆ Diminished self-esteem and confidence;
- ◆ Tiredness and lack of energy;
- ◆ Sudden mood swings - easily becoming impatient or irritated with those around you;
- ◆ Becoming reliant on or increasing your usage of alcohol or drugs; and
- ◆ Lack of interest in your work.

[Refer Career Communiqué July 05 edition for further information on Burnout].



*Let 2006 be the year you finally get out of that rut and off that “boredom” treadmill.*

After completing Career Checklist below it may become apparent that you need to take action today, to finally get out of that rut and off that “boredom” treadmill. This may come through either:

- ◆ undertaking some professional development courses which will allow you to increase your existing functions and job scope;
- ◆ harnessing any newly-learned skills from last year to support you in taking on more challenging projects and assignments;
- ◆ showcasing your most recent achievements to reinforce your move to a more senior role; or
- ◆ an indication that it would be wise to undergo further assessments and self exploration in order to assist you in making a complete career change to a role that is far more satisfying and rewarding.

Continued P8

## Nice work if you can stop the bludging

The Australian Financial Review -  
-- Page: 45 : 12 January 2006  
Original article by Liz Ryan

There are two types of people in the workplace who shirk their duties: physical bludgers and optical bludgers. The most damaging to co-workers are physical bludgers, who do not complete assignments on time or leave work in the team to other people. Co-workers cannot run straight to their boss to complain about this - they should discuss it with their co-worker first. If the physical bludger does not improve, then colleagues inform the boss. Optical bludgers are far more easy to deal with. Optical bludgers are the people who are always taking a coffee break or looking at their email, but they get their work done. Workers should simply remember that as long as these people do their job, there is no cause to worry. Instead, workers should put more effort into building a better relationship with their boss. [Originally published in "BusinessWeek"].

[Source: My Business Daily  
12 January 2006-ABIX]

## CAREER *communiqué!* con't

### New Year Career Checklist-con't

Career Checklist:

1. My career reflects my interests and I feel passionate about what I do.
2. My role allows me to harness and utilise my special talents.
3. I love what I do and would do it for free.
4. I look forward to Monday mornings.
5. I have respect for my colleagues, co-workers and clients.
6. I am very skilled in what I do.
7. I love sharing what I do with those around me.
8. I feel what I am doing is worthwhile and that I am making a real difference.
9. I am paid appropriately and what I am worth, for what I do.

My role provides me scope to advance, growth and learn, if I so choose.

How did you go? If you were able to state a resounding 'yes', to many (or all) of the above statements - FANTASTIC!! You obviously love what you do and feel passionate and motivated in your career.

If you answered 'no', to many (or all) of the above statements, then now may be a good opportunity to explore your options and uncover new opportunities.

Here is to you regaining a new sense of energy, passion and purpose in your work!

If you would like to regain a new sense of energy, passion and purpose in your work contact Annemarie today!

[annemarie@annemariemcross.com](mailto:annemarie@annemariemcross.com)

