

The Employer's Philosophy for New Employees

"Plenty of good people with experience apply for jobs in my company. You must offer me something they don't. While your resumé gets you an interview, what you show me about yourself during the interview gets you the job. You'll have a probationary period, usually three months, to prove our company made the right decision when we hired you."

Employers identify their "Must Haves" Ask employers to name their "Must Haves" for every new employee, and they can tell you without hesitation what they expect. These are some of the things they will say:

- *"You must come prepared."* You will be expected to possess the soft skills needed for daily interactions and the specialty skills of your career pathways.
- *"You must fit in."* The responsibility is on you to fit into the culture and procedures of the company. Your ideas will be appreciated, but knowing when and how to present them requires good judgment.
- *"You must behave ethically."* You are expected to know the ethics companies require and to conduct yourself ethically. Texting, social networking, and pursuing similar personal matters at work will limit your career opportunities.
- *"You must know how to build relationships."* Not surprisingly, the companies with the greatest success depend on its staff, managers and leaders to build relationships with each other and with customers.
- *"You must be able to apply your English, math, science, social studies, and technology knowledge to the job for which you were hired."* Your verbal and written skills, math and technology background will be required every day.



Be a professional, right from the start. You will be expected to use appropriate behaviors when interacting with staff, customers and supervisors, beginning with the first day. Don't expect special allowances for your personality, work habits, attitude, or wish list. If you treat people the way you want them to treat you, you can't go wrong.

Action: Think about your own experiences as a part-time employee, volunteer, or in some other role where you worked with people. Add one "Must Have" you believe is required of employees in every career pathway.

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Career Solutions Publishing 1189 Lancaster Avenue Suite 205 Berwyn, Pennsylvania 19312 United States
csp@careersolutionspublishing.com (610) 993-8292 FAX (610) 993-8249