



RECESSION-PROOFING YOUR CAREER

and

**How to Prevent it From
Becoming a *Depression*
or Maybe,
Turn it Into a *Promotion!***

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The Presentation Will Cover:

- ▶ Tips to Question Your Current Performance
- ▶ How to Review Your Career Position
- ▶ Provide You With Personal Activities and Actions to Assist You in Improving Your Career Opportunities



Analyzing Your Current Job Performance

- ▶ How is Your Current Performance?
- ▶ Are You as Valuable as You Think You Are?
- ▶ The Honest Answer Will Determine:
 - Who keeps their job,
 - Who get promoted, and
 - Who ends up in the unemployment line



How is Your Current Performance?

- ▶ Below average?
- ▶ Average?
- ▶ Above average?

What is Below Average?

- ▶ **I Think We All Know the Answer to This One**
 - Needs additional supervision or assistance to complete normal tasks
 - Unreliable
 - Does not meet deadlines and schedules
 - Not capable of additional duties or assignments

What is Average?

- ▶ Most of Us Feel We Are Above Average!
- ▶ Doing What You Have Been Asked to Do
 - Work on time
 - Meeting goals
 - Completing assignments
 - Doing what is expected
 - Doing what you are paid to do...

That is Average!

What is Above Average?

- ▶ **Going Above and Beyond the Call of Duty**
 - What have you done lately that you were not asked to do?
 - What have you created or developed that was not in your job description?
 - What have you done to help your company or organization be more successful without being asked?

Another Approach to the Same Question

- ▶ Is Your Value to Your Organization Greater Than the Dollar Amount of Your Last Paycheck?

Elbert Hubbard said –

“Folks who never do any more than they are paid for, never get paid for any more than they do”



How is your Current Performance?

- ▶ In Order to Move Forward in the Career Recession Proofing Process, You:
 - must make the effort to self-assess your performance,
 - except the truth, and
 - then move forward to change your future and your career



**The Self-Assessment is over, so
Let's Get to Work on the Future**



How Do You Stand Out in the Crowd?



What Makes You Special Among Your Peers?



Personal Actions and Suggestions to Give You a Fighting Chance

- ▶ Educate Yourself
- ▶ Volunteer for the Painful or Difficult
- ▶ Go Beyond the Call of Duty
- ▶ Join a Professional Organization



Personal Actions and Suggestions to Give You a Fighting Chance (cont'd)

- ▶ Obtain a Professional Certification
- ▶ Be a Teacher of Your Profession – Not a Student
- ▶ Distinguish Yourself Among Your Peers
- ▶ Don't Just Attend Events and Meetings – Be Part of Them



Personal Actions and Suggestions to Give You a Fighting Chance

- ▶ **Educate Yourself**
 - Facility and maintenance related training
 - Courses and Training
 - Webinars
 - Conferences
 - Read a book

Educate Yourself

- ▶ Pursue Higher Education
 - Certificate programs
 - Associate Degrees
 - Four year degrees – BS and or BA

 - Online education, night courses, weekend programs



Educate Yourself

- ▶ **Subscribe to Career Related Information**
 - News letters
 - Magazines
 - Blogs



Volunteer for the Painful or Difficult

- ▶ Step Out of Your Comfort Zone
- ▶ Volunteer for Assignments and Jobs
 - Safety committee
 - Energy committee
 - Problem solving



Go Beyond the Call of Duty

- ▶ What Have You Done Lately That You Have Not Been Asked to Do
- ▶ Develop Something on Your Own
- ▶ Accomplish a Task that Adds Value to Your Organization



Join a Professional Organization

- ▶ Network with Peers
- ▶ Acquire Knowledge and Information
- ▶ If Your Company Will Not Pay the Expense, Consider Paying for Yourself – It's your career!

Ideas:

AFE, IFMA, SMRP, APPA, and many more

Obtaining a Professional Certification

- ▶ **Credentialing Demonstrates:**
 - Your interest in your career
 - Willingness to go the extra mile
 - Quantifies a level of competence that future employers are searching need.
 - Demonstrates the ability to learn and acquire knowledge



Suggestion for Professional Certifications

- ▶ **CPMM** – Certified Plant Maintenance Manager
- ▶ **CFM** – Certified Facility Manager
- ▶ **CPE** – Certified Plant Engineer
- ▶ **CIMM** – Certified Industrial Maintenance Mechanic
- ▶ **CMRP** – Certified Maintenance & Reliability Professional
- ▶ **CPS** – Certified Plant Supervisor



Be a Teacher of Your Profession Not a Student

- ▶ Be a Player Not a Pretender
- ▶ Be a Leader Not a Follower
- ▶ Share Your Knowledge
- ▶ Teach a Class
- ▶ Assist Those Entering Your Profession
 - Someone probably assisted you along the way!



Just Don't Attend Events or Meetings – Be a Part of Them

- ▶ Help Organize the Event
- ▶ Give a Talk or Lead a Discussion
- ▶ Share Your Experience and Knowledge



Distinguish Yourself Among Your Peers

- ▶ Be the Best You Can Be
- ▶ Always Look Toward the Future
- ▶ Invest in Your Career



Dress and Perform for Success

- ▶ **Dress for Success**
 - Always dress for your next job
- ▶ **Perform for Success**
 - Always perform for our next Job



In Summary

- ▶ Take a Long Hard Look in the Mirror of Job Performance
- ▶ Step Out of Your Comfort Zone
- ▶ Develop a Long Range Career Plan



Questions?



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