

CAREER CORNER

by Anne Dewey-Balzhiser



Question

What advice can you give those who just want to hold onto the jobs they have in this down economy?

Answer

With our entire economy in turmoil, many of you may be wondering how to best ensure that you do not find yourselves among the ranks of the unemployed. With virtually all sectors under stress, public sector employees will not be immune from downsizings in the coming year.

First of all, stay abreast of the latest news. Use reliable sources to keep informed about what's happening in the economic sector in which you work as well as to your specific employer. While it may also be helpful to stay plugged into your organization's grapevine, don't rely solely on internal rumors for your assessment.

Second, actively demonstrate your utility and loyalty to your agency or department. Volunteer for high profile assignments. Complete your projects on time. Enthusiastically embrace changes that promote efficient operations. Suggest such changes.

Third, avoid negative behavior. Now is not the time to complain that the raises aren't big enough, to hang around talking about your weekend plans, or to resist going to required training. Your managers are already stressed out by the volatility in the market and have less patience for dealing with kvetching employees.

The goal is to be one of the employees who is considered essential to your organization's continued existence -- which is an assessment top management often makes regardless of experience level or seniority.

With the right combination of foresight, positivity, stellar performance and, yes, a little luck, you can endure through this downturn.

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