



# ***The Intentional Job Search***

**RUMC Job Networking  
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**Roger Blackstock**

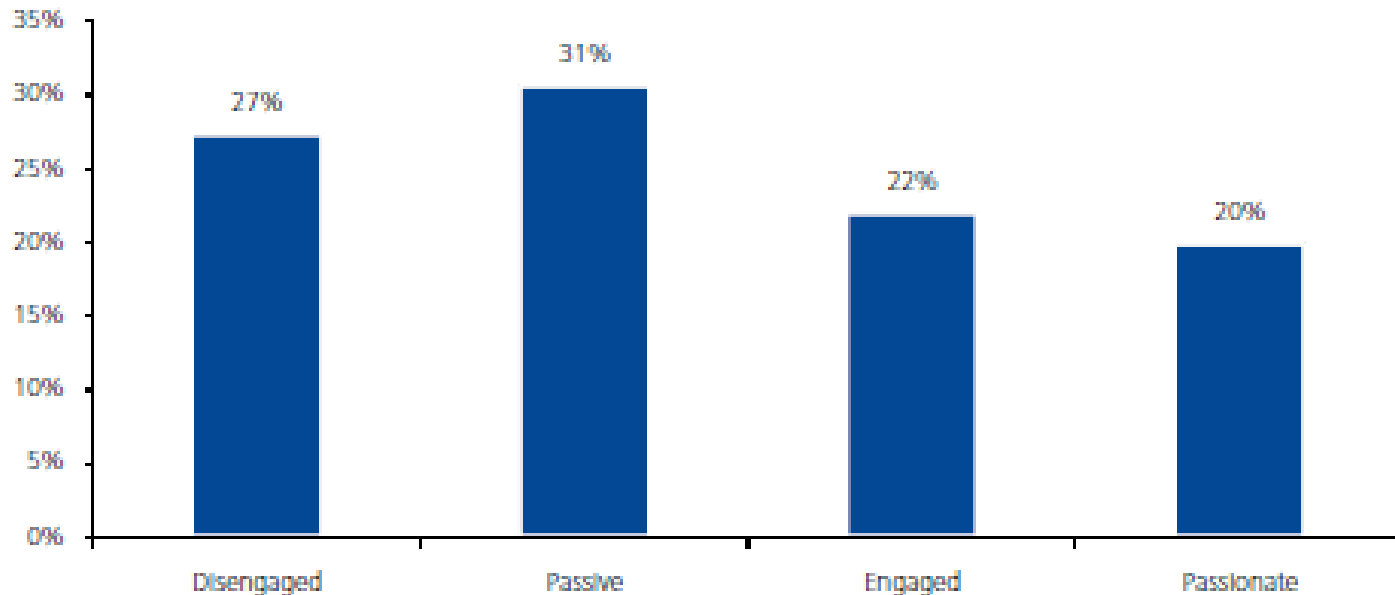
**Peer Synergy Group, Inc.**

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# Disengaged Employees

**Exhibit 53: Worker Passion (2008)**

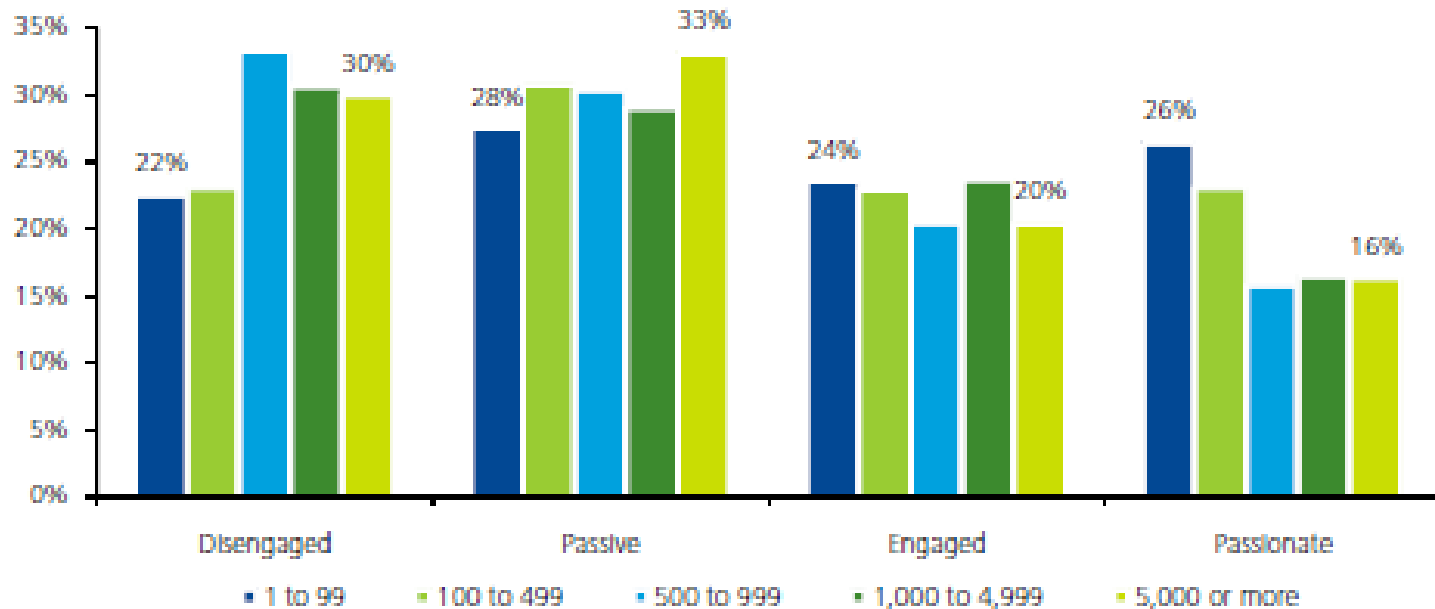


Source: Synovate, Deloitte analysis



# Levels of Worker Passion

**Exhibit 56: Worker Passion by size of firm (2008)**



Source: Synovate, Deloitte analysis



# Employee Engagement

- ✓ Engaged employees are 2.5x more likely to exceed performance expectations (Gallup Group)
- ✓ Finding ways to create more employee engagement will be one of our biggest challenges over the next decade
- ✓ Employee engagement is a science and based upon numerous studies in human capital behavior
- ✓ *There is no other single factor that can improve business performance and value more than increasing employee engagement.* (Gallup Group)



# The Question of Engagement

- Why are people not engaged?



# The Question of Engagement

- Why are people not engaged?
- It's all about the lack of Relevant Leadership
  - Not connected with their people
    - Lack true commitment
    - Exhibit questionable character – trust
    - Cannot show they care for their people
    - Inability to inspire



# *Are You Intentional?*

- Everything we do in life creates an outcome...are you happy with the outcomes you're experiencing?



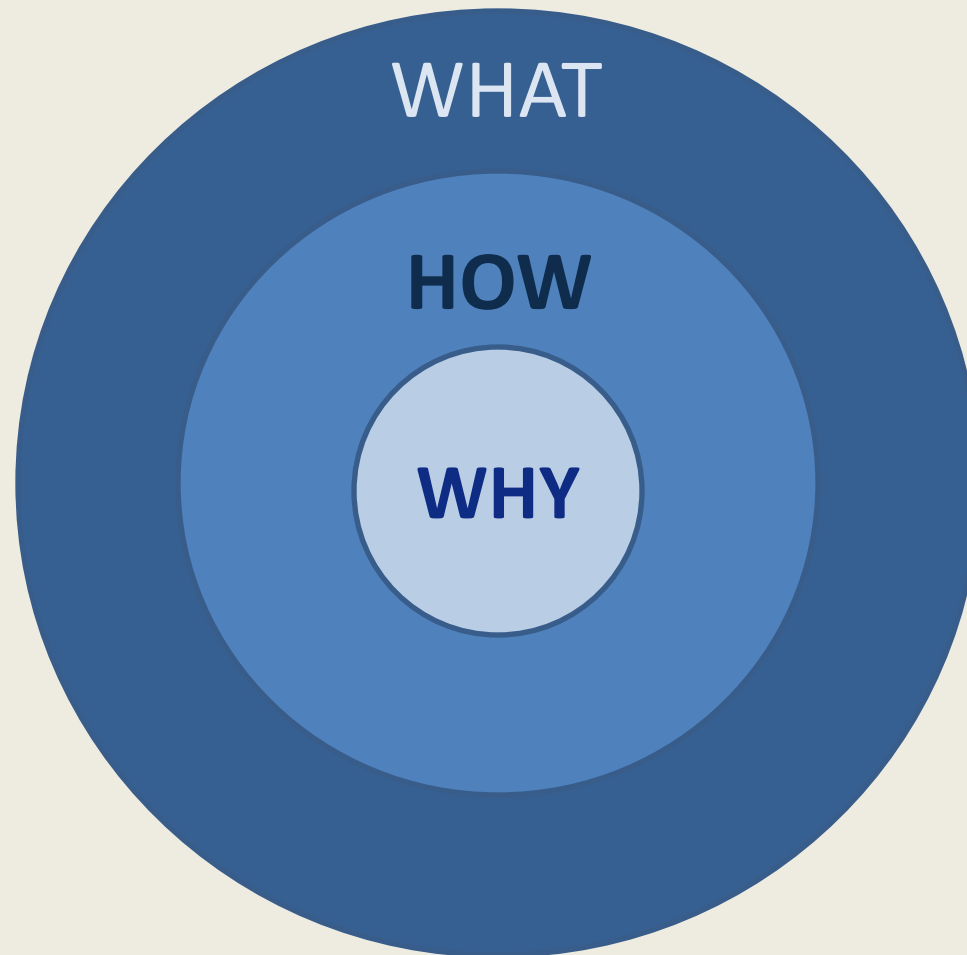
# *Are You Intentional?*

- Everything we do in life creates an outcome...are you happy with the outcomes you're experiencing?
- If not, what are you doing about changing to improve your opportunity for success?



# Self-Assessment Questions

- Did the choices you made this past week have the results you wanted or expected?
- What can you learn from this week?
- What can you learn from this week that would enhance your relationships with others? With God?
- What could you do to become a better you next week?
- Do you see any patterns of success or failure in your life?



From: *Begin With Why* by Simon Sinek



# Life

- ✓ Life is God's novel...let Him write it. - Bob Procter
- ✓ Remember yesterday, prepare for tomorrow, live today! - Clyde Cawley
- ✓ Learn from yesterday, live for today, hope for tomorrow. The important thing is to not stop questioning. - Albert Einstein
- ✓ Life isn't about waiting for the storm to pass. It's about learning to dance in the rain. - Susi V. Wackywits



# Building Trust in Relationships

- Don't interrupt or reload while the other person is speaking...listen, listen, listen
- Conduct an internal inventory
- Set goals and objectives for every meeting
- Let the other person know exactly how they can help you
- Treat everyone as if they were the most important
- Be caring – get in their shoes

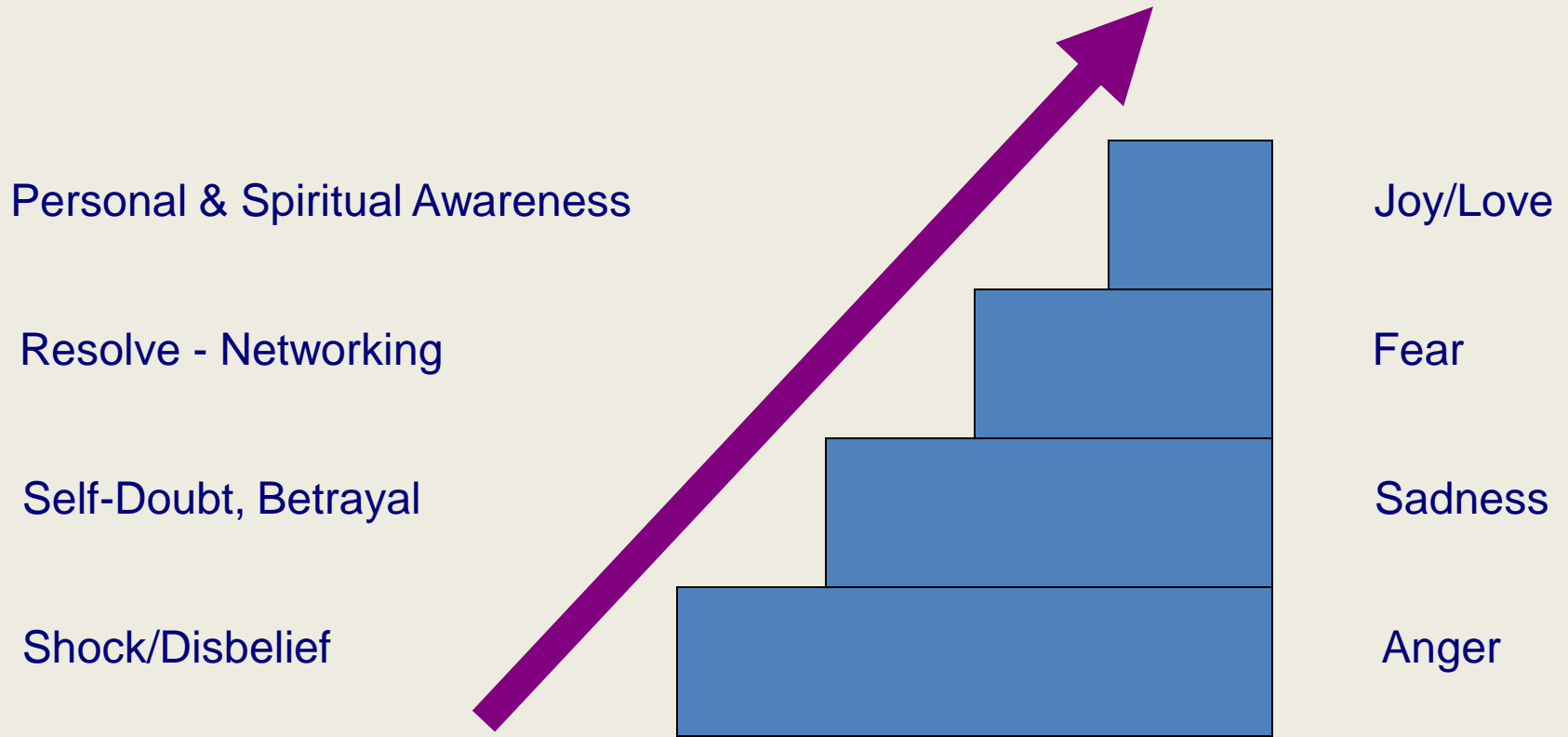


# Get the Picture?

- Life is complicated and so is business
- Practicing mental discipline...be intentional and think before you speak, act, or make a decision
- Always consider the consequential impact
- Often what you think or how you want to respond is better forgotten all together
- How much different would life be if everyone stopped to think before responding?



# *Stages of Transition*





# Tools for Your Success

- Prayer & Reading of His Word
- Networking ([www.TechLINKS.net](http://www.TechLINKS.net))
- Support Group
- LinkedIn Presence
- WoW Interview Training
- Whole Brain Thinking®
- Emotional Intelligence



# Thank You – Now Go Be Intentional

- **Roger Blackstock**
- **Peer Synergy Group, Inc.**
- **[www.PeerSynergyGroup.com](http://www.PeerSynergyGroup.com)**
- **[Roger@PeerSynergyGroup.com](mailto:Roger@PeerSynergyGroup.com)**

