

As Seasons Pass, Continue to Reassess Where You Are, How To Proceed

The first quarter of the year has come to an end and Spring has arrived along with thoughts of searching for a new position. Typically the first quarter or "**Winter Season**" consisted of planning, testing the marketplace and laying ground work for the coming year. The height of activity is beginning and the success that you demonstrated first quarter will determine whether or not you will be in the job market in the Seasons to come.

The **Spring Season** kicks off a flurry of activity in the job marketplace. Job Fairs and Trade Shows are all happening across the country to recruit new employees as well as demonstrate new technology and products. Haven't you seen your customers gearing up for this Season? They too know that their activity level is picking up and it is now time for you to reap the rewards of all the the time you have invested with them throughout the first quarter. Should you find yourself in this situation, perhaps now is the time to test the job market or congratulate yourself and stay with the employer that has been part of your success.

The **Summer Season** begins and your success continues but all begin to think of vacations, company picnics, client outings, golf games and other activities outside of the office. If you negotiated and accepted a new position for relocation in the Spring Season, the children are out of school and you are planning the upcoming move. Your customers are scheduling their vacations and many deadlines begin to be postponed as well as the availability of the "Buying Manager" and the "Hiring Manager". This season includes many holidays and those well planned vacations should be enjoyed. Should things change drastically, you might not have any other time during the year to get away. The year is half over and you are aware of what you have accomplished and what is yet to be done in the remainder of the year.

The **Fall Season** sees school beginning again and vacations behind us. Ultimately we have only 2 monthes to make it happen as the holidays will be approaching and the window of opportunity is beginning to close. Fourth quarter might see customers spending money that they had budgeted for purchases during the year, if not spent, it could be another year before they can invest or recapture the budget. Hiring Managers realize that this is season to add to their staff and have new hires ramped up before year end. Holidays dictate the work load this season and your prior diligence and success will carry you through year end.

The **Winter Season** begins after the Holidays and it finds all reviewing what was accomplished last year, the operating budget and the guidelines to make it work and what has to be done to accomplish set goals for the New Year. This first quarter usually is managed very tightly and additional funds will not be spent. Your customers are planning as well for the upcoming year. Towards the end of the first quarter it will be evident

whether the goals set can be obtained and all of the planning will be put into place. At this point of the year you will either be anxiously looking forward to finding a new position within the industry or staying where you are for the second quarter when the activity level heats up again.