

What Are You Focusing On In Your Employees?

The credentials that an employee holds are not always as important as the skills that they possess. Not everyone withholds a long list of credentials that they have acquired. That simply may mean that they haven't been presented with the same opportunities as someone else. People are capable of having amazing skills and abilities without the credentials to prove it.

How To See Past Credentials

When you are interviewing potential employees, you need to see past the list of accomplishments in front of you. Think about the job required to be filled and the skills needed to do it. Instead of listing credentials that are necessary to do the job, list the required skills.

You can find talent and skills in all kinds of people who may not be in the fieldwork you are searching

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Are You Focusing on Credentials or Skills?

How Critical Thinking Can Improve Leadership Skills

Do you have good leadership skills? Are you a critical thinker? When it comes to being a good leader, critical thinking can improve your skills. In the business world, there are many aspects that will continue to evolve and change. You have to be a critical thinker in order to cope with the changes and continue to

keep proceeding. Let's talk about how critical thinking is so important when you are in a leadership position.

What Happens When You Have Bad Leadership Skills?

Lousy leadership skills will cause many aspects of your business to fall apart. If you are unable to lead your team in the right direction successfully, it will not flourish. The decision that you make as a leader will make or break a business. That is why it is so important to obtain the skills to be a good critical thinker.

How Can Good Leadership Skills Benefit Your Business?

If the person in charge of a team of employees has good leadership skills, the business is more likely to succeed. In addition, this person can motivate their team and keep everyone on track. It is not always an easy task, but a necessary one.

The decisions that a leader needs to make can be difficult at times, but someone who can think clearly is a good leader.

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If you need someone who is focused on precise details for the technology world, it doesn't mean that it has to be an individual trained in technology.

Attention to detail can be found in someone new to this type of position.

Look Inside Your Company First

If you have a new position open, you may have someone within your company suited for the job. The training and schooling that you have may only be a part of the skills you possess. The employees you already have may greatly appreciate the ability to advance within the company or be promoted to a higher position.

Make Training Opportunities Available

Over the past year and a half, the internet has become more and more a part of the business world. It has had its place in many areas for many years, but it has been a lot more prevalent with social distancing. This means that there is more need than ever for people to be able to navigate technology well.

An opportunity for many employees is to have training on technology. That way, you can improve the capabilities of the employees that you already possess. You do not always have to hire someone with more experience or credentials to show you. The people you have right in front of you may have the skills you are looking for; they just need a little encouragement.

Put Your Focus On Skills

The abilities that your employees have are important. This article isn't to say credentials are not important, because they are. Don't put all of your focus on just that. Look past them and into the skills that employees have. You may be pleasantly surprised. ♦

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*"When I'm hiring, I don't look for credentials, I look for knowledge."
~ Aza Raskin, Entrepreneur*

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A good leader is thinking about the whole team's ability and not just their own. They can analyze, solve, identify, and put into action problem-solving skills.

How Critical Thinking Can Improve Leadership Skills

Critical Thinking Skills Make Good Leaders



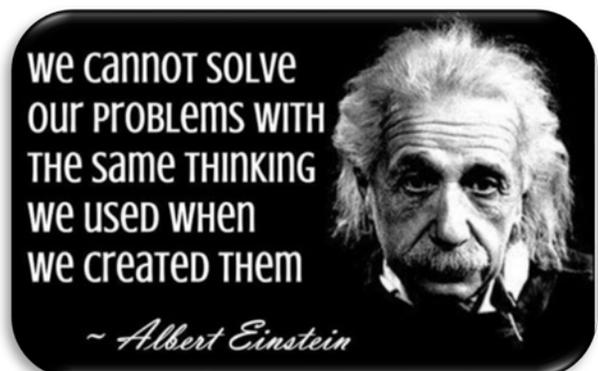
Do you want to improve your critical thinking skills? This skill comes naturally to some, and others have to work harder to make it happen. Here are some tips on how you can improve your critical thinking skills to be a better leader.

- Be Completely Informed Before Making A Decision
- Make Validated Decisions
- Break Down The Options And Make Clear Decisions
- Make Decisions On Facts Not Assumptions
- Use Analogies and Models For More Visual Information

If you are a critical thinker, you have the ability to think effectively and quickly. While everyone would prefer to have adequate notice and preparation to make a decision, the time isn't always available. There are times you will be able to take plenty of time to make a decision in a leadership position, and then there are other times you need to make them more quickly.

We would love to hear your comments. Please contact us today!

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Talent Wars Of CEO's To Increase Employee Development

Covid-19 changed a variety of things that go on within a company from the hiring, working, and development opportunities. With remote working being on the rise, companies need to be creative with the offered programs. The more opportunities you have for your employees to take advantage of, the better off you will be.

Also being able to provide them with access to remote employees will help everyone.



Why Offering Development Opportunities Can Benefit

Businesses can greatly benefit from offering development opportunities to their employees. People will see it as an advantage and a chance that they can't pass up. Some ways to see a change in your company by offering these opportunities are explained below.

It Can Improve Employee Retention and Loyalty

When you take the time, and the effort, to train your employees properly, they will be more loyal to your company. They will see the value in what you have provided them with. You will notice a positive impact on the retention your business has with employees. The least amount of turn-over that you have the better it is for your business.

Drive Employees To Be More Productive and Perform Effectively

Employees who are equipped with the proper training and knowledge to perform their job can be more productive. When you are thrown into an uncertain situation, it is more challenging to do your job effectively. If your employees have confidence and training about their role in the company, they will feel more comfortable and be more productive.

A Positive Competitive Opportunity To Offer Potential Employees

The opportunities that a company offers to an employee can change the decision that they make. If they are narrowing their choices down to two companies, and you offer more perks, they will go with your company. Competitive marketing can help you in the corporate world.

Development Training Is A Great Aspect

Employees want to thrive and succeed in their job. When they feel they are not adequately performing they that they should, it is discouraging. In the corporate world, it is important to do your job well and efficiently.

On-going training opportunities can help build and mold your employees into the leaders they need to be. Sometimes, the skills that someone possesses need a little bit of encouragement to bring them out. As a business, it is great to be able to offer your employees what they need to be the best that they can be. ♦

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One Minute Ideas

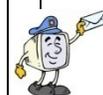
Roadblocks To Success

Here are some career 'mind' barriers found especially among new entrants to the workforce, from News From Kaplan, a fact sheet published by Simon & Schuster:

- **Waiting to be discovered.** Instead of making contacts, such people think they will be magically rewarded with fame and riches.
- **Impostor belief.** Some people feel they're not really qualified to do the kind of work their employers want them to do. They're afraid of being exposed as incompetent.
- **I shouldn't get paid for what I do:** It's easy for me. This belief usually crops up among people who are talented and love their work.
- **Fear of failure.** New workforce entrants often fear they won't be hired or will end up penniless.
- **Fear of success.** Some people are afraid of doing well because they can't imagine being recognized as an expert in their fields. They may even think that fame and fortune will hurt them in some way. They may think that family and friends will like them better if they stay "small." ♦

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Is The Remote Work Life Here To Stay?

Remote working has been around for many years. There are a handful of businesses that had employees working remotely before the pandemic ever began. Until this last year and a half, it was not an extremely popular concept to businesses. Now, a large number of companies have figured out their way around how to run their company remotely.

Do Graduating Students Want To Work In-Person?

The class of 2021, both high school and college, is getting ready to enter the working world. Are they choosing companies that work remotely, or do they want the face-to-face interactions of a business? The decision is wavering, but 98% of people who took a survey say they wouldn't mind working in a hybrid situation.

A very low percentage of students said they would like to work in a remote situation one hundred percent of the time. Working from home, where you do not interact with other employees, can be lonely. Especially those without a family at home or kids to take care of. It may sound great in the beginning, but it gets old after a while.

Is Zoom Enough?

Many businesses found their way through different platforms to stay connected. Communication is an important part of running a business. Zoom, Skype, and FaceTime were commonly used to hold business meetings, classes, and instructions for different assignments.

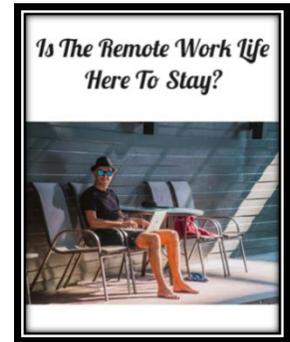
Is zoom good enough to take the place of face-to-face interactions in the workplace? Yes, it worked during the social distancing period, but will it work long-term for people? The ones who are ready to jump into the business world. Many people reported being fatigued and tired of computer screen interactions.

Soon To Be Graduating College Students

The students who are preparing to enter to job force are most all hopeful to enter in person. Whereas before, working from home would be a highlight to people. The statistics have flipped and people are more motivated by the ones who are working in person.

Businesses have seen a fluctuation of motivation to enter the workforce in the graduates of 2021, as opposed to 2020. The salaries are increasing for these individuals as well, 22% over the last year. The average yearly income is \$66,600. However, a big concern of graduates is how a company handles diversity, equity, and inclusion. ♦

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