



GUIDELINES

Guidelines Newsletter 12th Edition May 4, 2012

From the Chairman

Dear Readers,

First of all I would like to thank all of you for your unending support and belief in us and our services. With great pride we have launched our website on career challenges faced by working professionals & entrepreneurs. Through our in-depth research and our countless & trusting clientele, we have been able to provide you practical offerings that will help you build your career, and attain career success in your own way. Hence I request you readers, to visit our website at: www.vsolvegroup.com, and explore how V SOLVE can help you out for a better career and life. We have currently launched our website for career solutions only. We are launching soon our other 2 websites on SME solutions and Manpower Information & Planning solutions.

We look forward (and are confident) about your continuous support, and for increasing our readerbase to over 20,000 readers. We welcome you again to the 12th edition of our newsletter, which I am sure will give you great insights about some of the career issues that you are grappled with.

- Dr. George Varghese



TIME TO CELEBRATE!!!

V SOLVE new website launch!!!

WWW.VSOLVEGROUP.COM

Find answers to all your career challenges by visiting our career website!!! Details on Career Assessments, Executive Coaching, Career Coaching & Business Coaching are all available to you! Avail our free product selector test to know your productivity score!



E

ditor's Note

Welcome again to the 12th edition of our newsletter, as we endeavor to give you better services and practical solutions through our monthly articles.

I cannot emphasize enough the role that career assessments can play in your career progress. Our clients within several industries are already using these assessments as a guide to intake talent and promote high performance within their organization. There is an increased awareness within the top B-Schools and other institutes too for intake of quality students.

A career assessment is a key to all your career issues, which can not only unlock the potential within you, but also give you a path to harness your potential. It can help you identify your blindspots with ease and encourage you to change them for the better. Sometimes we don't know how much potential we have or how much to expect from our selves. Hence, a heartfelt wish that all you readers must go for career assessments, as it can change your career to work for you rather than against you.

With increasing stress and long hours at work, we somehow miss out on the basic building blocks of our childrens' lives and then feel guilty to see the effects as we go ahead in life. But it is often too late to change things because things learnt in the childhood are tough to undo. Hence, despite your busy schedules, our article is given you tips on how you can build up confidence in your children.

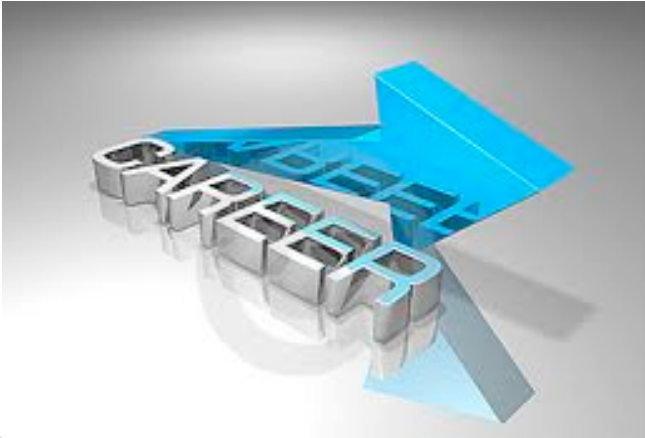
Go ahead – and enjoy reading the newsletter!

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Career Assessments – The way forward to a bright career!!!



A number of working professionals are facing career crises today, or are on the brink of facing crises. Some are facing a much lower intensity of career crises, which manifests itself in the form of dissatisfaction, discomfort and a feeling of inadequacy to perform on the job and be motivated to work each day. There are several reasons for this – both personal & professional.

No matter how much experts might deny it, your personal life and personal attributes (ie likes, dislikes, preferences, motives etc.) have a large impact on your career. Hence the mantra on “do not let your personal life affect work”, or, “do not mix your personal & professional life” should be taken with a pinch of salt.

Our personal attributes can affect all areas of our career, which includes:

1. The ability of landing a good job: Hiring practices have become stringent today due to the global & national economic slowdown. Gone are the days, when technical knowledge and skills were enough to land a job. Employers are now looking at other softer aspects of personality such as:
 - a. Ability to work in a team
 - b. Patience / tolerance levels
 - c. Ability to take and follow orders
 - d. Speed and level of adjustment to new

- e. Environments
- f. Healthy inter-personal skills & communication
- g. Openness to mingle with individuals from different backgrounds

2. On-the job performance: There are a number of factors that can hinder or encourage better on the job performance. For e.g.: if you prefer to work all by yourself and are put in a team situation, you may not be able to perform.



An introvert given the responsibility of sales will be dissatisfied and the performance will be low. Hence it is important to find out, which factors are affecting your performance, and how these factors can be used to work for you rather than against you.

3. Response to training: No matter how much training is imparted, it will only help if you are open enough to accept it and ingrain it within your daily work pattern. If you do not internalize the training, it will not help you increase your performance, and you will be left behind in the race.

4. Getting a good appraisal: Despite all efforts, and having all the technical knowledge and skills, many individuals are not able to reach their performance goals and targets.



This proves that there are other (known & unknown) factors in play, which hold great importance. Is your boss too dominating & selfish, or are you underestimating your capabilities. There could also be a situation where group politics and complex bureaucratic structures, are not allowing you to showcase your talent. In such situations, the best decision could be to look for a career change. But before making any decisions it is important to first conduct a thorough investigation to find out what are the reasons that you are not able to perform up to the mark.

5. Experiencing promotions: Are your colleagues getting promoted and you are left out of the race? Or are you confused regarding 2 promotion options, and which one to take up? Showcasing your talent in the way your company needs is as important as reaching your goals. Identifying your niche area of functionality and positioning yourself accordingly will help you get ahead.

Career assessments will play a major role for you to identify your personal factors and traits that have an impact on your career. They will help individuals in the following ways:



- Help make informed career decisions
- Help identify lacunae in the career profile
- Help identify areas of improvement
- Help identify how to bridge the gap towards exceptional performance & continuous growth
- Help identify environments which are conducive to growth
- Help identify types of people with whom individuals work the best
- Help identify most favorable group discussions
- Help identify whether the profession suits the personality of the individual / which professions would best suit the individual
- Help make promotion selection and decisions



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Career Assessments is the best direction that could help to shape your careers. Several top B-Schools in India and abroad are using these tests to select the most eligible students for their institute. Historically, it is also known that majority of the Fortune 500 companies use career assessments at every stage of their employees' careers, to get the best out of their employees.

SMEs in India have also understood and accepted that these assessments will help gain employees who have the right skills or the attitude & ability to build the right skills.

In such a scenario where the use of career assessments is becoming a viral phenomenon, take a career assessment and assess where you stand today and where you need to move for a better tomorrow – before your potential employer finds out! - **V SOLVE RESEARCH TEAM MEMBER**

Developing confidence in children - So little time & so much to do!

It is the quality of time that you spend with your children – not the quantity. It is a myth that parents who give up their career with a hope to raise healthy and strong children are any more successful than their counterparts. I think that we need to understand what goes into building a positive self-esteem in children, so that we have a concrete roadmap to do so.



Some of the areas that can build self-confidence of children include:

- State positive feedback with details about what you liked and why you liked it.
- Do not reinstate the negative by harping too much on it. Keep in mind that expressions work better with children than words. So you can enlarge your eyes or give an angry look, when necessary. This way they won't have negative words to imitate.
- Respect your spouse and other family members in front of your child. This way the child learns to give respect. Speak well about other people, and do not abuse or swear in front of your child. Too much anger and fights make them feel insecure.
- Create a positive and healthy environment at home so that the child experiences positive emotions and delves into positive behavior.
- Preserve their childhood. Encourage them to play with other kids and enroll them into sports or other activities, which channelize their excess energy. Prevent spending excess hours on the computer or iPad.



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- Give them a listening ear – a child has a lot to share and speak out to their parents when they come back from school. Listen to every word intently, by paying attention to what they are saying. Working mothers especially should manage their work and the child's classes in such a way that she is always at home when the child comes home
- Look at each child from a unique angle and respect & love them for who they are. You cannot look at 2 siblings from the same angle, as each one is unique, with a different build up, natural talents and abilities and capabilities to move further.
- Teach them how to overcome hurdles by being with them the first few times they have to face it. For e.g.: if a teacher is angry with the child, the parent should accompany the child to meet the teacher. Once the child has grown up to an age where he/she can manage, he/she should be left alone to handle the same situation (of course with your eyes and ears open)
- Ask your child critical questions – but in a way that does not draw too much attention. This way you will know who / what is influencing your child and what changes need to be made to better the influence

If you are able to manage the child in this manner, odds are that the child will listen to you, trust you, and willingly accept you as the only ship to guide them in the midst of an angry sea.



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