



The DS Network Report (June 2010)

The June 2010 issue of the DS Network Report includes:

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For an online, printable version of this newsletter, visit www.drivestaff.com/currentdsn.pdf

If you've been unemployed for more than a month, please check out our Tricks of the Job Hunter's Trade at www.drivestaff.com/getmoreoffers

Memo from the Coach's desk

Summer is here! School is out, the weather is warmer, and the unemployment rate is dropping! Good news all around. For those of you who have tried to get in touch with me over the last month and I've been slow to respond, if at all, please accept my apologies, however it's for a good reason, adding to the good news all around. My wife and I celebrated the birth of our son Max! Thanks to everyone who sent us good wishes, prayers and support throughout. Although we spent a little time in the NICU, all is well now and he's home healthy, and Mom is doing great too. Thanks again. Due to my absence, my email piled up a bit (more than 800 emails in my inbox), but I'm working through it and will hopefully have responded to everyone within the next week or so. I do appreciate your patience with me.

While waiting around in the hospital, and more recently having some awake time late at night with the little one in the house, I've had the opportunity to do a little internet surfing and learned a great deal. I know you all know you should be on LinkedIn already, but I see a very common question being asked out there over and over which is, "how much info should I share on LinkedIn?" My recommendation, as much as you can short of advertising your home address and phone number. Putting your email address on there is certainly okay, or perhaps just an email address you created for free via gmail, yahoo, etc. specifically for your public profiles is a great way to allow people (possibly employers) to contact you.

Also, did you know you can follow companies in LinkedIn now? Yep, look up the company and click "Follow", just like you would in Twitter. The difference here is you won't be updated on what type of coffee they are drinking in the morning, instead you'll find out when people leave or get hired, who they are, their titles, what jobs the company has open, and a whole world of information you can use in your search. Give it a try and see what you get. Look up DriveStaff and follow us, you can be updated with our jobs and info on our people. It's a great way to keep up with your target companies.

Lastly, I found a quick answer to a common question I get from people contemplating career direction. Often people ask me, "What technology (or what type of position) would your recommend I get into?" They want to know what the current trends are for the positions they are contemplating getting training in. I still believe you should not follow "what's hot", especially in technology, because it changes so rapidly. You should follow what you enjoy doing instead! However if you still want to know if there is an increasing number of jobs or a decreasing number of jobs for a particular position title, or industry, go to indeed.com and look in the upper left hand corner for a link called "trends". Click on it, plug in the title or industry and click "find trends" to see a graph of what you want.

In a more general search using that trends link I learned that the number of available Information Technology jobs have increased 28% since May 2009, and Chicago is the 3rd fastest growing area





in terms of new Information Technology jobs. Things are continuing to improve, and the numbers are getting better. So keep your head up, recognize the opportunities that are popping up and stay in tune this June!

...PS. As President of the Illinois Search and Staffing Association, I wanted to let you know about a webinar we have coming up that might be of interest to you. On June 22nd from 11am to Noon the ISSA will be putting on a training webinar for recruiters about how to use LinkedIn.com to not only find candidates for jobs, but how to find companies that are hiring! If you've been curious to learn how recruiters find hidden job openings, it might be worth your while to sign up. Anyone is welcome. I will give you a heads up this is not a free event, the cost for non-ISSA members is \$24.95. I just wanted to give you the option to check out a unique behind-the-scenes training.

Sincerely,
Paul Cameron
President
DriveStaff, Inc.
paul@drivestaff.com

Feel welcome to connect with me on LinkedIn at:

www.Linkedin.com/in/paulcameron

(click on "View Full Profile", then "Invite Paul to connect", plug in my email address and send!)



Or Follow Me on Twitter!



www.twitter.com/PC_Headhunter

Visit us on the web at: www.drivestaff.com

or call, 630-941-DRIVE (3748)

Paul's Speaking Schedule

We have a new [Calendar](#) feature on our website with Paul's complete schedule! Just visit www.drivestaff.com/clubs/calendar to see the full schedule for the rest of this year. You can also see his calendar on his LinkedIn profile at www.linkedin.com/in/paulcameron

Do you disagree with any of the tips in this newsletter? Call me out on it! Come to my next presentation and tell me what you think!

Paul's Speaking Schedule

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Where: Christ Church

Date: Sunday, June 13

Time: 11:30am – 1:00pm

Location: 501 Oak Brook Road, Oak Brook, IL 60523

Presentation Topics: Interviewing Well





Can't make it to see a live presentation? HERE IS YOUR SOLUTION! Visit www.drivestaff.com/talks to hear & see 2 full length job club presentations FREE, right now (or anytime you are ready).

No downloading, no installing, just click and they will run off our servers!

Job Talk: Paul Cameron, President of DriveStaff, Co-Hosts the show, *Job Talk*, on the 2nd and Last Thursday of every month.

Time: 4pm to 5pm every Thursday

Location: 1530 AM on your radio!

Rebroadcast: Anytime at www.drivestaff.com/jobtalk - find this week's show and the previous 4 weeks too!

We interviewed Harvey Mackay on May 13th, Best-Selling author of *How to Swim with the Sharks and Use Your Head to Get Your Foot in the Door*. Listen to the rebroadcast of that interview at www.drivestaff.com/may13. You don't want to miss it! It's FREE!

Follow the show on Twitter!! www.twitter.com/JobTalkRadio Get updates on our guests, show info, and job hunting tips!

Each week we discuss job hunting strategies, job leads, we interview relevant authors and coaches from around the country, and much, much, more. So tune in!

Would you like to hear one of Paul's job club presentations RIGHT NOW - FREE?? YOU CAN!!

For the month of March, the following presentations will be available at no cost any time. No downloading, no installing, just click and watch! Two more presentations, 'Getting Interviews' and 'Selling Yourself in Your Interviews', will be coming soon!

- Learn how to stay positive in your job search, originally presented at St. Hubert's Job & Networking Ministry in Schaumburg. www.drivestaff.com/staypositive
- Learn the basics of running a job search, originally presented at the Career Assistance Program in Homer Glenn. www.drivestaff.com/jobhunting

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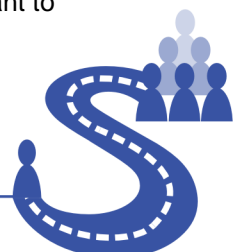
Follow the show on Twitter!! www.twitter.com/JobTalkRadio Get updates on our guests, show info, and job hunting tips!

Each week we discuss job hunting strategies, job leads, we interview relevant authors and coaches from around the country, and much, much, more. So tune in!

This is your invitation to Join the Chicago Technology Network!

Want to expand the usefulness of LinkedIn? Join a local, technology specific networking group!

We created a group for Senior Technology Professionals exclusively in the Chicago area who want to stay connected for employment purposes. It's called the...





Chicago Technology Network

To join, you must be in the Chicago area, and either a technology professional, or someone who hires technology professionals. Does that sound like you? Then click this link:

<http://www.Linkedin.com/e/gis/52751/2B19231D7235>

Just for joining you will have access to our Resume Writing Tips Guide online and much more! We hope to see you in the group!

Wise Words for the Month...

"Things turn out best for those who make the best of the way things turn out."

- John Wooden, 1910 - 2010

We're always looking for good quotes, so if you have a favorite you would like to pass along, we would love to see it!

Job Hunting Trivia

What vital parts of a resume do many software programs have trouble reading?

Please visit www.drivestaff.com/trivia for the answer! (but try to guess before you peek!)

Turning Interviews into Offers through Advanced Selling Techniques

See the new recommendations from owners of this program on my LinkedIn profile at www.Linkedin.com/in/paulcameron. If you already own the program, and it's helped you like it's helped the other people listed there, please help assure others that this program will help them by dropping me a quick recommendation. Thanks!

We now have 5 of the tracks from this program on the web site for FREE!! Visit www.drivestaff.com/tableofcontents to hear them all! No downloading of anything, just click and listen!

FREE Topics include:

- Questions you should NEVER ask during an interview
- Unusual / Unexpected interview questions
- Basic guidelines to answering the classic "Tell me about yourself" opener
- A proven sales technique to affect the employer's "gut feeling" about you
- Plus the complete introduction to the program

It's FREE, it will help you, go do it now before you forget! Enjoy!





Ask the Career Coach:

--To email a question, click here: mailto:askdacoach@drivestaff.com?subject=Ask_Da_Coach

Question: Here is the situation, I have had 3 phone interviews as well as a Face to Face interview. I was told by the employer that I would be contacted by the recruiting department at the end of the week. Is this a good thing or a bad thing?

Answer: Good question, not sure if you will like my answer, but I must be truthful. It's not necessarily a bad thing, but it's definitely not a good thing. The reason I say that is because if you were the right person and they knew you were who they wanted for certain, they likely wouldn't need to wait that long, or if they did have to wait that long they likely would indicate to you that you are the front runner so they keep you interested for fear of losing you to another opportunity.

The reason I say "likely" is because I cannot accurately predict with certainty what another human being would do in any given situation. For example, I would never have predicted a candidate would bring their cat with them to an interview, but it happened. However we can predict with some degree of accuracy based on previous experiences, and I have 12+ years of experience to draw from, hence my "likely" predictions.

My suspicion in this case is that they have other candidates they like as well and they want to compare your background to theirs. I suspect you are one of 2 or 3 people who have heard the same comments from them and are waiting for that call on Friday. So it doesn't mean you're out of contention, it just means you don't have it locked up yet.

The way to prevent this or reduce the unknowns from a long wait in future interviews is to ask them at the close of the interview, in every interview, "Given everything we've talked about, does it look like I'm a good fit for the position?" (or "sound like" if you're on the phone). This will create an opening for you to learn how you did in the interview and find out what the next steps are, and how long you will have to wait, and why.

If you find that question uncomfortable and you're not sure if it would really help or not, please go to my LinkedIn profile and check out the recommendations; specifically look for one from Ryan S, I believe it's the 4th or 5th from the top. He's gives an account of using that question in his recent interview and how it worked for him. I can also tell you that question has directly prompted multiple offers for my candidates over the years, as well as given them opportunities to correct misunderstandings once the employers explained why they would NOT be "good fits" for the jobs...which led to more offers. Try it and see how it works for you. BTW, while you're on my profile in LI, send me an invite to connect!

Ask the Career Coach:

--To email a question, click here: mailto:askdacoach@drivestaff.com?subject=Ask_Da_Coach

Question: So they said they would call by Friday, but then they didn't call. What now?

Answer: It seems either one of the other candidates turned out to be stronger, or something came up and they weren't able to make a decision in time. Just like in life, things happen, unexpected fires pop up and dates get pushed back. First and most important, try not to get angry with them. Give them the benefit of the doubt. This is a situation where people tend to lose offers. Instead of thinking something unrelated may be delaying the process, they send an angry email to the employer or make an angry call exclaiming "you said you would call by Friday!" If a family member fell ill unexpectedly on Friday and they couldn't make the call, and hadn't yet decided which of the candidates to go with yet, you will be helping them make the decision to go with the other person.





Instead, wait a couple of days. If they said they would call Friday, call them on Tuesday. Call with a upbeat attitude, just calling to check in to see where things stand. Instead of accusing them "you said you would call and you didn't", try a softer approach like, "You mentioned you wanted to get this wrapped up by Friday, but you seemed like you had a ton going on so I assume things got busy for you. I was just calling to check in and see where things are in the process..."

Worst case scenario, you'll find out someone else got the job. At this point you have a choice; you can either respond in anger and show how bitter you are about their decision, OR you can respond with class. You can express your disappointment due to your genuine interest in the position, but let them know the door is open to reconsider you for other positions, or in case it doesn't work out with the person they chose. The fact is that the first 90 days are critical to long term employment, people are being closely watched to ensure they will be a fit. It is easier to let someone go within those first 90 days than any time thereafter. Also consider some background checks are still coming back in those first 90 days and if they learn the candidate lied about their previous salary, dates of employment, education or any number of things, they will have to let them go. Think it doesn't happen? I just got a new opening the week I'm writing this because the client had to let someone go for that exact reason! No joke, it happens. So it's entirely possible that the person they hire in fact will NOT work out, and they'll go back to their list of possible candidates. If you responded in anger with a rude email or phone call, you will most certainly not be called back. However if you responded honorably, wishing them success with their new hire, they will be much more likely to remember you favorably.

Please note, simply not responding and letting it go is better than being angry, but it's not memorable. In my experience, a majority of rejected candidates will simply disappear with no response. That's not wrong, it's normal, and that's what the employer is expecting. But the people who go out of their way to show their appreciation for being considered, and welcome the opportunity to be reconsidered, are remembered. It's true, it feels great to tell someone off when they reject you, but trust me, it feels even better when they call you back later to offer you the job after your classy response at the time of their initial rejection.

Here is a quick Hot List of our Client Needs. To view the full job descriptions and applications for the following positions as well as to stay current on all of our open positions, please visit www.drivestaff.com/jobs. That page is kept current on a daily basis.

Software Developer - Chicago Loop - Direct Hire

C++ Developer - Chicago Loop - Direct Hire

C# Developer - Chicago Loop - Direct Hire

Project Manager - Chicago Loop - Direct Hire

Sr. Java Engineer - Western Suburbs - Direct Hire

Sr. Web Developer - Chicago Loop - Direct Hire

Configuration Manager - Chicago Loop - Direct Hire

System Test Manager - Chicago Loop - Direct Hire

Sr. Linux Admin - Chicago Loop - Direct Hire

FIX Support Analyst - Chicago Loop - Direct Hire

Please check out www.drivestaff.com/jobs for more positions. Remember, if you apply to any of our openings you can log into our system and view your current status anytime day or night!





You can also set up a Job Agent for yourself within our web site to be automatically emailed every time a new position opens up that meets your needs. It's a FREE source of REAL JOB LEADS, please use it! You can now get a FREE copy of our 4 page Job Hunting Tips Guide just for creating your Job Agent. 630-941-DRIVE (3748)

Article of the Month: Negotiating Salary: Is that your best offer?

The Dirty Little Secret of Interviewing

by: Lawrence M. Light

This article can be found at: <http://www.ejobcoach.com/articles/interview-advice.htm>

I'm not sure this "secret" is as definitive as he makes it out to be, "if it isn't there, no matter how qualified you are, you won't get the job", but I do feel it's at least 45% of the passing grade. Tough to pass a test if you fail the question 45% of the grade is weighted on; not impossible, but very tough. So it's essential you learn how to CREATE this essential element (no, it's not random chance). Lawrence offers a few ideas on how you can do just that in the article. Also, please go to www.drivestaff.com/getmoreoffers to hear a few more ideas on how to create the same effect. To sell yourself effectively, you must know this "dirty little secret". Just click the link above to check out this article. I hope you enjoy it, and happy hunting!

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DriveStaff, Inc.
110 E. Schiller St.
Suite 208
Elmhurst, IL 60126

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OR... log into your page within our system at www.drivestaff.com/jobs, click the "Update Your Info" button and select "Yes" for the DS Network Report. If you don't have a password, click "Give me a Password" to get one.

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You have received this monthly newsletter because you either signed up to receive it on our website or you sent your resume to DriveStaff looking for help in the job market. The purpose of this letter is to ensure you and DriveStaff do not lose contact. In the event you need our services, either now or in the future, you will know where to find us easily. Plus, if we see a great position that could fill your needs, we will know that we have accurate contact information for you as well.

