



Tri-County Employer Resource Network

Newsletter

AUGUST 2018

VOLUME 4 ISSUE 7

Considering a New Position Within Your Company?

Have you thought about a position change within your company, but aren't sure if you are ready? Expand your skills and confidence for career growth that can also help you achieve your personal and financial goals.

Why hire from within?

Existing employees generally require less training than new hires, and a current employee brings a wealth of company experience and knowledge to the job. Hiring a current employee ensures that the "new hire" will already be familiar with policies and company goals. Hiring from within can also save on recruiting costs.

What are the long-term effects? A company that has a policy of hiring from within tends to have more loyal employees. Employees are more likely to challenge themselves when they know that there is the possibility of upward movement. This means lower turnover and greater job satisfaction – which means greater success for the company overall.

Your Success Coach can help you weigh the pros/cons as well as acquire the training you need to succeed.



Do you need training?

Perhaps you have thought about changing positions within your company, but because you didn't have some of the skills needed, didn't go for it. Whether it's computer, writing, technical or supervisory skills that you want to learn, your Success Coach can connect you with the right programs and resources.

Do you need education?

Have you always dreamed of an advanced degree, but thought it was too far out of reach? Your Success Coach can walk you through the steps of applying for schools and financial aid. They can also help solve challenges at home such as childcare or transportation that may be making it difficult to take on a new goal.

Do you understand the culture? Culture is the character and personality of your company. It's what makes your organization unique in its values,

traditions, beliefs, interactions, behaviors, and attitudes. Changing positions in a company such as from a line worker to admin staff, or from admin staff to management can mean a needed shift in the way you dress or the language you use. Higher positions may require use of more formal language. Your Success Coach can help you understand and adapt to the culture changes that you will experience.

Worried about co-worker relationships?

Perhaps you don't want to change shifts or departments because your transportation is reliant on co-workers, or you just don't want to lose those friendships. If you are considering a supervisor role within

Tri-County Employer Resource Network Muskegon & Ottawa County

Our goal...

Creating access and resources for employee success at work and in life. We partner with employees who work for:

Member Companies

- ◆ Anderson Technologies
- ◆ ASPC
- ◆ CWC Textron
- ◆ Eagle Alloy
- ◆ GHSP
- ◆ Harbor Spice
- ◆ Port City Group
- ◆ Wesco
- ◆ West Michigan Molding

Strategic Partners

- ◆ AAC Credit Union
- ◆ Grand Haven Area Community Foundation
- ◆ Michigan ERN
- ◆ Ottawa County DHHS
- ◆ United Way of the Lakeshore

your department, you may be concerned about supervising current co-workers. Talk it over with your Success Coach to make a smooth transition. Keep your eye on the rewards it can bring as you moving forward to fulfilling your goals and dreams.

Source: Michigan ERN

Will Roberson, Success Coach
Will@ERNSuccessCoach.com
231-672-5235 (cell)

Member Companies & Hours

Grand Haven

Anderson Technologies

14000 172nd Ave, Grand Haven

- ◆ 1st/3rd Thursday: 11:00am-3:00pm
- ◆ 2nd/4th Thursday: 6:30am-10:30am

ASPC

803 Taylor Ave, Grand Haven

- ◆ 2nd Thursday: 11:00am-3:00pm
- ◆ 3rd Thursday: 6:30am-10:30am

16955 Hayes St, Grand Haven

- ◆ 1st Thursday: 6:30am-10:30am
- ◆ 4th Thursday: 11:00am-3:00pm

GHSP

1250 S Beechtree St, Grand Haven

- ◆ 1st/3rd Tuesday: 7:00am-11:00am
- ◆ 2nd/4th Tuesday: 12:00pm-4:00pm

West Michigan Molding

1425 Aerial View Dr, Grand Haven

- ◆ 1st/3rd Tuesday: 12:00pm-4:00pm
- ◆ 2nd/4th Tuesday: 7:00am-11:00am

Walk-in Welcome

Call, email or text for appointments.
Off-site meeting locations available.
Request additional times if needed.



www.ern-mi.com

Take the Raise or Keep Public Assistance?

It may seem like there is “no way out” of the cycle you are in - you want to better your knowledge and skills, and move to a higher position or wage at work, but the increase in pay doesn’t make up for the public assistance benefits you would lose.

Don’t miss that next career step.

Don’t miss the next rung in your ladder to achieving your dreams. Learn how you can get by without public assistance while moving yourself toward your career and financial goals.

Evaluate your situation. “I sit down with employees in this dilemma and we make a list of pros and cons of what their job is now compared to the one they might be getting,” said April Hall, Success Coach for the *Southwest Michigan ERN*. “If public assistance is lost, I help them find other resources to supplement their income.”

Create a new budget. Your Success Coach can help create a new budget by cutting out things you don’t need such as cable, internet, eating out, etc. “If they are losing Medicaid and need prescriptions, I send them resources on how to get those cheaper,” said April. “Places like the health department and community health centers go by a sliding fee scale according to your income.” Look at things from a different perspective for solutions.

Source: *Michigan ERN*

Developing Confidence Needed for Change

Are you thinking about applying for a different position within your company, but aren’t moving forward because you find change difficult?

Deal creatively with anxiety. Even positive change can cause feelings of anxiety because it still involves the unknown. A new job position can mean a change of co-workers, dress, shift time and responsibilities. List out what the change would mean for you and your family. What issues could it create that need to be solved? What are the good things that could result?

Think more positive. If you are constantly saying you’re not good enough for a position, you are creating a self-fulfilling prophecy. Perhaps you just need some training to qualify. Know that you can do it!

Improve your resume. Ask your Success Coach how your resume can be polished to show the loyalty, value, experience and knowledge that you would bring to the new position.

Update your closet. If the position you are considering requires different clothing then you are used to wearing, hit the sales or stores like Goodwill for gently used items. Your Success Coach can give advice on appropriate dress if needed.

Role play the interview. Going through the upcoming interview with your Success Coach could be just what you need to gain the confidence in moving to that next career step - give it a try! Source: *Michigan ERN*

Philosopher’s Square

“If you have a positive attitude and strive to give your best, you will eventually overcome your immediate problems and find you are ready for greater challenges.” – *Pat Riley, American coach*

