

Self Management Skills Important in Today's Job Market

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Tom Minh, a 24 year old Informational Technology engineer at ABCA Corporation, unleashed a litany of complaints about his present job. "I don't have ownership of the projects I'm assigned to. My ideas are rejected and it seems to me that no one on my work team listens to me or to anyone else for that matter. Since my department's place in the company's over all goals shifts from week to week, I'm not sure of what contributions I make. That's why I'm applying for jobs with other companies."

Tom wants to work at the DEGHA Corporation where his best friend, Ned Tranh, works. DEGHA touts itself as a progressive company and one typical of companies that the present youth generation can expect to work for. At DEGHA although self managed teams of workers from diverse cultural backgrounds work long hours, they feel valued and have opportunities to work on projects that reflect their personal interests. DEGHA's managers, who focus more on mentoring and less on managing tasks, frequently convey to staff members the direction of the company and show them their part in helping to attain company success. DEGHA incorporates flex-time, job sharing and telecommuting in to its work practices.

On the other side of the balance sheet, Tom can bet that in return for these "trust building" benefits, DEGHA and companies like it will gain strong employee engagement and high productivity levels from him during his tenure of employment with them. Tom needs to keep in mind that increasingly, employment relationships rest more on performance and skills than loyalty. Because of this, Tom can expect to make multiple job and company changes in the future. During Tom's working life, he will more than likely be involved in contract, contingent, and part time work arrangements.

According to researchers, Tom's generation, called Gen Y or the Millennial Generation (born 1982-2002) has grown up with structured schedules, predictable outcomes, constant feedback, and an established hierarchy. It follows that one of the biggest challenges for Tom and his generation may be to learn to deal with the unpredictability of his career situation. He will have to stretch himself to learn to be comfortable with risk and with ambiguity, to take the initiative to search out projects on his own, and to trust himself instead of relying on constant feedback.

Another challenge for Tom will be to hone his money and investment management skills. Since employee benefit programs are being replaced by employee contribution plans, he will need to assume the responsibility for managing his retirement investments and medical insurance plans.

The next generation of workers must hone their money and investment management skills. Retirement programs will require that workers manage the investments in the retirement accounts to which they, not the company, contribute.

Your career in today's working world will be very different from what your parents and grandparents experienced. The job for life, with its planned career structure and company training scheme, no longer exist. Nor do the clearly defined role and progressive rise in income and stability.

Instead, the 21st century workplace is defined by communication technologies, customers and clients, adding value, lifelong learning, portfolio careers and self-development. The positions on offer, the skills you need to get them, and what people want from their work have changed dramatically, and will continue to change

- . What do these trends mean for today's young adults in terms of college preparation?
 - A. Course in finance, economics regardless of major
 - B. Take time out for ambiguity and risk
 - C. Teach self to be personally accountable
 - D. Learn self-management skills