

# HR 101: TOP 10 RULES

1. **It's "at will" employment, so leave before you're forced to leave.**
2. **Employers will terminate you without cause, so being "loyal" makes you emotionally stupid.**
3. **Be the absolute best at what you do; then leave for more money elsewhere.**
4. **No one really cares about you "professionally" but you!**
5. **Being the best or "most qualified" doesn't matter.**
6. **Your race, sex, and age absolutely do matter.**
7. **Learn as much as you possibly can; then leave for more \$\$\$.**
8. **If possible, retain the genius of your intellectual properties to yourself; then leave for \$\$\$.**
9. **When you work for someone else, it's never a democracy.**
10. **The infamous statement you'll remember if you ignore these rules: "I told you so!"**

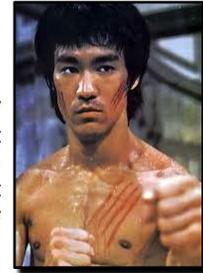
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## Are you good enough?

**Steve Jobs**, co-founder of Apple Computer was ousted from the company he created in the late the 1970s, because he was considered not good enough. Then, as Apple was on the brink of failure in the 1990s, Jobs was brought back to save the company and he revolutionized the computer industry a second time!



Instead of telling you "they" just don't like you, "they" might tell you "they" have nothing against you. In fact, "they" are extremely friendly, smiling, et al - but "they" don't like you and never will. **So, you can be good enough, but you don't get an opportunity to prove it.**



**Bruce Lee** conceived the TV series "Kung Fu," but when it came to producing and acting in his own project he was not good enough *because he was not White*. So he left the U.S., and immediately became a major international star, created a new genre of martial arts films, and completely redefined the term "action" star.

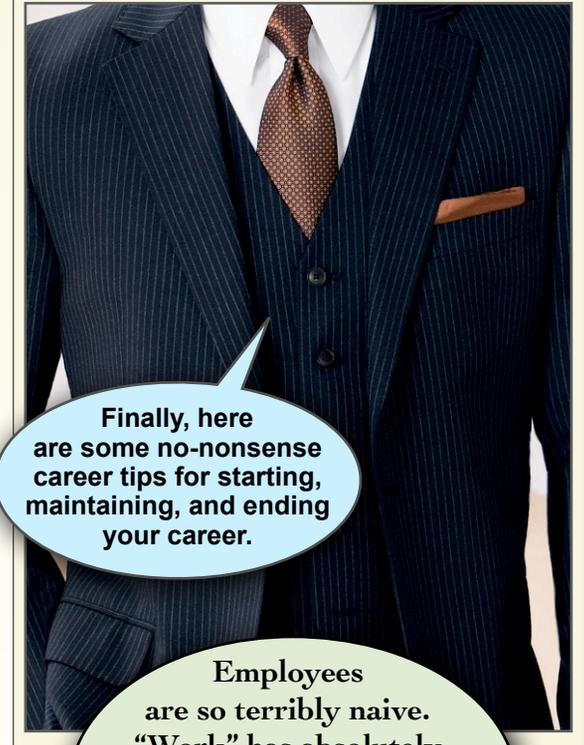
People with low self-esteem are often threatened by people they perceive as more intelligent, more skilled, more talented, or more capable than they are; and instead of working cooperatively with people of equal or greater strengths, they keep them in abeyance, or use their services on a limited basis. **So, you can be good enough but never given the chance, never given an opportunity to realize your potential or to demonstrate how, if given the opportunity, you can achieve performance outcomes that will lead "the team" to phenomenal accomplishments.**

**To redefine your future, schedule the "HR 101: Career Tips" now!**

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# HR 101:

## CAREER TIPS



Finally, here are some no-nonsense career tips for starting, maintaining, and ending your career.

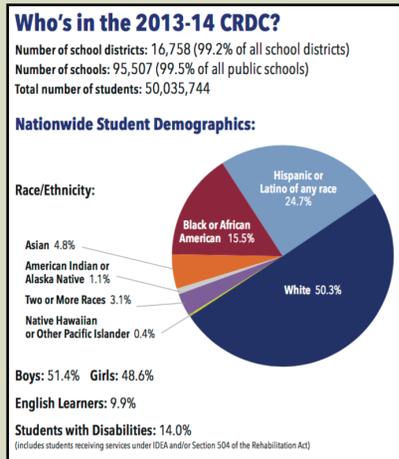
Employees are so terribly naive. "Work" has absolutely nothing to do with emotion, or justice, or equality. Ultimately, I do what I want - period.



## From cradle to grave, what is *your* career outlook?

### EDUCATIONAL ACCESS

- Black pre-schoolers are 3.6 times more likely to be suspended\* than their white counterparts, starting them on a track to *failure early and incarceration*: 18% for black boys; 10% for black girls; 5% for white boys; and 2% for white girls.
- Black and Latino students have less access\* to high-level math and science courses; consequently, less access to higher paying jobs in technology, engineering, and the sciences.
- As researched and published by the Brookings Institution, half of Black Americans born poor, *stay poor*; and most Black middle-class kids are *downwardly mobile*. Even black Americans who make it to the middle class are likely to see their kids fall down the ladder.
- At absolutely no point in the history of the United States has the educational performance of Black, Native American, Latino, and Asian students equaled or surpassed the performance of White students.



\* Source: The 2013-14 and 2016 Civil Rights Data Collection (CRDC) survey of all (99.5%) public schools and school districts in the United States.

# IS FULL EMPLOYMENT A JOKE?

Employment is not guaranteed even if you have a great education, fantastic skills, and demonstrated proficiencies.

**Given your education, ambition, and limitations how should you shape your future?**

### TOP 10 CAREER PICKS FROM THE EXPERTS?

	<b>U.S. News &amp; World Report</b>	<b>Campus explorer .com</b>	<b>kiplinger .com</b>
<b>1</b>	Orthodontist	Industrial Psychologists	Application Developer
<b>2</b>	Dentist	Interpreters & Translators	Nurse Practitioner
<b>3</b>	Computer Systems Analyst	Diagnostic Medical Sonographers	Information Security Analyst
<b>4</b>	Nurse Anesthetist	Occupational Therapy Assistants	Computer Systems Analyst
<b>5</b>	Physician Assistant	Genetic Counselors	Physical Therapist
<b>6</b>	Nurse Practitioner	Physical Therapy Assistants	Market Research Analyst
<b>7</b>	Psychiatrist	Skincare Specialists	Medical Sonographer
<b>8</b>	Pediatrician	Physician Assistants	Dental Hygienist
<b>9</b>	Anesthesiologist	Information Security Analysts	Operations Research Analyst
<b>10</b>	Obstetrician & Gynecologist	Physical Therapists	Health Services Manager

Clearly, the “experts” don’t agree, but HR 101 will guide you on how to make an informed decision to select your career path and future.

## With the “HR 101: Career Tips!” seminar you’ll learn . . .

### I. How to prepare your candidacy!

- Resumes
- Cover letters
- References
- Networking / Good Ole Boy & Girl Networks
- HR / Employment Law / Demographics

### II. How to submit your candidacy!

- Applicant Tracking Systems (Online)
- Selection Assessments / Behavioral Tests
- Networking / Good Ole Boy & Girl Networks
- Online Job Search Engines
- Walk-in (You’ve got to be kidding, right?)
- Employment Agencies / Retained Search

### III. What’s wrong with your candidacy!

- Industry Specific Exceptions
- Age, Race, Sex, and other Title VII “issues.”
- Bait and Switch: “You’re not good enough!”
- Internal versus External Candidates
- Social media
- Background Checks

### IV. When do you need to do your own thing?

- Lack of advancement / “Glass Ceiling”
- IP / Intellectual Property concerns
- Networking / Good Ole Boy & Girl Networks
- Your “mental issues” will get you fired!

### V. The Future

- Where’s your “Golden Parachute”?
- Deferred Compensation
- Retirement

Please allow at least forty-five (45) minutes for presentation with a fifteen (15) minute question and answer period.

Schedule your seminar now: 402-418-8424