

Common career mistakes

By Justine Eden

Planning your career, it sounds simple and to an extent it is, but you'd be surprised how few people actually do it, consistently. Like any goal setting, we all start with good intentions but get jaded along the way. Career set backs, company restructures and bad bosses chip away at enthusiasm and confidence levels, often leaving us to meander through the employment maze.

Looking back on your career – are you where you thought you would be 10 years ago?

As a recruiter you get to meet a lot of different people. Those with a clear plan and set goals around their career aspirations really stand out. You also see the same career "mistakes" often repeated – such as...

Lack of vision – a lack of clarity around where you want to work, on the industries that suit you, on the size/structure of the business that can accommodate your needs.

No career masterplan – not taking the time to plan out the stages of your career and knowing what you need to do to get to the end goal.

Last "man" standing syndrome – staying with a company too long, being overlooked for promotions, becoming part of the furniture, not being paid what you're worth.

Retracting a resignation – they may counteroffer when you quit, but you have to question why you didn't get this reactive response sooner or proactively!

Applying for a role just because of the title – its shallow, employers question whether you actually understand what's required, titles are used loosely – what is a CEO to one is different to another.

Moving jobs just for the \$ - again its shallow, if you do it keep it to yourself and back your moves up with a better rationale than this.

Not learning from past "mistakes" – it is said that past behaviour predicts future behaviour, take responsibility and modify your approach.

Not taking the time to self reflect – not recognising that you are better at some things and not so good at other things, admitting when you have made a mistake but being able to outline how you have learnt from that.

Not leveraging your strengths – you send a convincing message when you pool your strengths to move forward.

Lack of resilience – being able to bounce back from set backs, learning from mistakes and recasting your plans when things change.

Eden Ritchie Recruitment Star Awards

With the relentless drive for improved profitability and efficiency combined with skills shortages, employers are finding it increasingly difficult to recognise those individuals in their team who have delivered outstanding results. It was with this in mind that the Star campaign was created in 2003, and we have seen a healthy increase in the number of participants over the past 4 years.

Our "Search for a Star" campaign assists employers to recognise individuals who have delivered great results but who often don't get the accolades. Organisations participating included BCC, Brisbane Water, United Group, Ipswich City Council, Tangaloma Resort, Iseek, Pipe Networks, Corporate Solutions Queensland and CorporateLink.

The response to this years campaign was fantastic and we thank everyone who participated. Congratulations to all the nominees, you are all stars and deserve to be recognised for your contribution and hard work.

A big thanks also to the employers who took the time to nominate these stars and make this the biggest and brightest response in the campaigns history.

And THANK YOU also to our judges Peter Mitchell, Joanne Kruger and David Balwin (multitasking as MC also).

Congratulations!! The winners were...

First prize went to Claire Egan from Brisbane Water, Andrea Morgan from Tangalooma was second place getter and Natalie Hughes from Brisbane Water was placed third.



Brisbane Water Winners



Andrea Morgan from Tangalooma



Kim Ritchie,
Peter Mitchell,
David Balwin and
Justine Eden