YOUR CAREER > YOUR FUTURE

Career Experts Group Monthly Newsletter

We know everyone is very busy this time of the year, so we have "slimmed down" the December edition of "Your Career > Your Future." We're focusing on our top career-related predictions and recommendations for 2023 and providing a recap of articles, video interviews, and resources from our inaugural 2022 publication year.

We've also included a little surprise feature to bring a smile to your face during this hectic time.

Thank you to everyone who completed our newsletter survey, and congratulations to **Patrick Manoil**, the randomly chosen winner of the survey drawing. Patrick has chosen the Personal Branding Consultation prize. Be sure to check out some of the survey results on page 5.

Did you miss your chance to win a career-related service? Well don't worry: starting in January 2023, our "ELEVATE YOUR CAREER WITH AN EXPERT" QUARTERLY SUBSCRIBER RAFFLE BEGINS. To thank those of you who subscribe to receive the "Your Career > Your Future" monthly newsletter in their email, we are launching a quarterly subscriber raffle next month. Every quarter, we will randomly draw a name from all active subscribers, with the winner receiving a complimentary career-related service from one of our Career Experts.

As an EXTRA INCENTIVE TO ACT NOW, everyone who becomes an active subscriber before January 1, 2023, will be entered TWICE in the inaugural "Elevate Your Career with an Expert" drawing on January 4, 2023. Subscribing is so easy. Just click here.

For more career-focused information, insights, and inspiration, follow the Career Experts Group website at www.careerexpertsgroup.com. You can reach us at info@careerexpertsgroup.com.

We've got you covered wherever you are in your career journey.

Receive "Your Career > Your Future" directly in your email.
CLICK HERE TO SIGN UP!

Share your career questions with our experts.
CLICK HERE TO SUBMIT YOUR QUESTION!

VOLUME 9

NEWSLETTER HIGHLIGHTS

Top Career Trends for 2023

Top 10 CEG Team Career Recommendations for 2023

"Your Career > Your Future" Survey Winner and Results

In Case You Missed It
-Links to All 2022 Newsletter Articles
- Links to Informative Videos
- Links to Career Resources

Just For Fun
- Elfie Resume

Click on the CEG logo to visit our website

CAREER EXPERTS GROUP
LET'S GET TO WORK ON YOUR CAREER

Top Career Trends For 2025

Page 1 of 2

By Elyse Pipitone, Jeanne Stoner, and Laura Johnson

As 2022 comes to a close, we thought we'd share our predictions for career trends for the new year. While some of these may seem familiar, others may surprise you. Read on to learn how you can prepare your career for the year ahead.

1. **Employee Mindset Shift**

The growing consensus among economists is that the U.S. economy is headed toward a recession in 2023. As companies struggle to adapt to the changing economic environment, many US companies have begun layoffs this year.

In the past, when faced with possible layoffs, employees focused on making themselves indispensable in their current roles to help avoid a layoff. In today's environment, workers are looking outside of their companies and starting a discreet search for their next jobs while they're still employed. It's called Career Cushioning, and it has five essential steps:

(1) Take stock of your skills and work on building any missing ones you will need for that next position. Highlight those skills on your resume and in your professional profiles.

(2) Be clear on your next career steps and take the time to research positions that make sense.

(3) Stay actively connected to your network. Don't wait until you need to interact with your network; make a consistent effort to stay top of mind.

(4) Look for and apply to jobs you are interested in pursuing, even if you are happy in your current position. When you are not pressured to find a new job, you can take the time to thoroughly research companies and identify the best fit for you and your values. Look at the Forbes 500 list of the best places to work.

(5) Prepare and practice for interviews by creating your elevator pitch and STARR (Situation/ Task/Action/Results/Relate) stories.

Ultimately, career cushioning is about understanding that the economic environment is unpredictable. To recession-proof your paycheck in the long term, plan for things to change.

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Top Career Trends For 2025

2. **Skills-based Hiring**

Some recruiters and employers are rethinking the way they search for qualified candidates. Instead of making decisions based on education level or previous work experience, they hire based on transferable skills. These are talents and abilities that are useful and relevant in any industry or profession: problem-solving, oral and written communication, leadership skills, and computer software proficiency, to name a few.

The purpose of this shift is to widen the talent pool, enabling companies to select from a more diverse group of candidates. However, transferable skills are not enough. Employers also want candidates to show strong interpersonal skills (sometimes called Emotional Intelligence): attributes like collaboration skills, empathy, and active listening skills. Additionally, employers want to see that candidates are motivated and excited to work for them, and that their work style is a good cultural fit for the company and team.

By highlighting interpersonal skills on their resume, LinkedIn profile, and in the interview process, job seekers can show employers that they have the personality and talent to be a valuable member of the organization and a good fit.

3. **Growing the Gig Economy**

Forbes magazine predicts that in the future, freelance work will dominate over full-time positions. Freelance or "gig" work comprises a variety of categories, including seasonal workers, independent contractors, temporary staff, and consultants. A trends report by Flexiple shows that by 2027, 86.5 million people will be working freelance jobs as a hustle or primary source of income.

A recent LinkedIn article named the top 10 in-demand freelance jobs, which range from administrative roles such as virtual assistant, to professional consulting in accounting, social media management, and writing, to more technical roles like graphic design and web development.

There are many avenues to find freelance opportunities, including job boards and staffing firms, as well as global freelance platforms where businesses and individuals connect and earn interviews or bid for work. View our Career Experts Gig Work Resource Guide to learn more.

What do you think about this list of trends? What other trends do you hear about? Share your thoughts with us at info@careerexpertsgroup.com.

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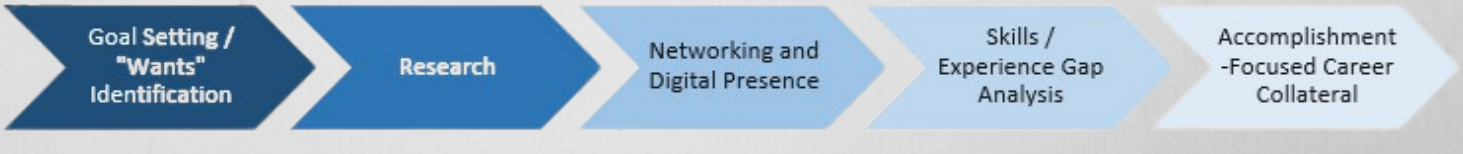
Top 10 CEG Team Career Recommendations for 2023

Curated from CEG Team
Written by Laura Johnson

We've asked each of our Career Experts to provide their favorite piece of career advice as we head into 2023. Here are their top picks.

1. **Create a personal board of directors**. The best "board" consists of a variety of people who know you professionally or personally and can support you on your career journey. Include cheerleaders, network connectors, resource providers, and those who tell it like it is.
2. **Do your due diligence to identify a good company/career match**. Before you apply, talk to past and present employees about what makes someone successful in your target position. Research news articles. Check websites to uncover culture, values, diversity, and inclusion.
3. **Keep a career journal.** Document and date your achievements, contributions, suggestions, and projects. This information is invaluable when you update your resume or have a performance review. Your boss isn't always aware of the value you have added.
4. **Spread the word.** Networking is five times more likely to land your next job than simply applying online. Let friends and family know that you are looking.
5. **Be specific.** Define what you are looking for (job title, industry, company size and culture, location) and develop a list of 10 companies to target. Focusing your efforts will lead to better results.
6. **Increase your LinkedIn visibility.** Build trusting relationships within your network by taking 10 minutes daily or weekly to connect to others by liking, commenting, and sharing posts.
7. **Embrace learning new skills.** Identify career-related skills you would like to develop further. Earning certifications enables you to differentiate yourself, elevate your visibility inside the organization and industry, and advance your career. To learn more about a wide range of high-quality education programs, view our Lifelong Learning Resource list.
8. **Strategize ways to further expand your company's DEIB footprint.** Companies are looking to expand diversity, equity, inclusion, and belonging (DEIB) initiatives beyond recruiting into the entire employee lifecycle. Increase your visibility and value to your company by proposing new ideas and programs.
9. **Identify your "must haves" in a new job or career.** If you are considering a new job or a career change, determine if the company's values match your values. Decide what is most important to you and what you would be willing to give up – for example, taking a lower salary to be able to work remotely.
10. **Assess your digital footprint.** Take an inventory of your digital footprint to understand how your personal brand is represented online. Where, when, and what are you communicating? Does your brand align with your future career goals? Is your LinkedIn profile up-to-date, and does it reflect your brand? Does your content embody your authentic point of view, strengths, and expertise? Do you present one voice across all your social media platforms?

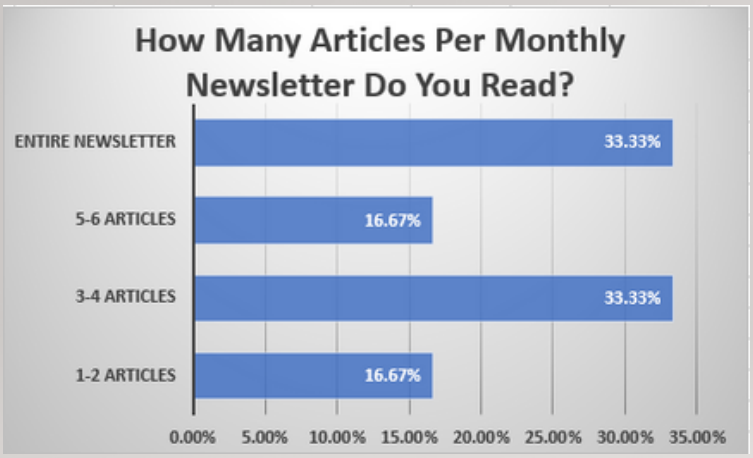


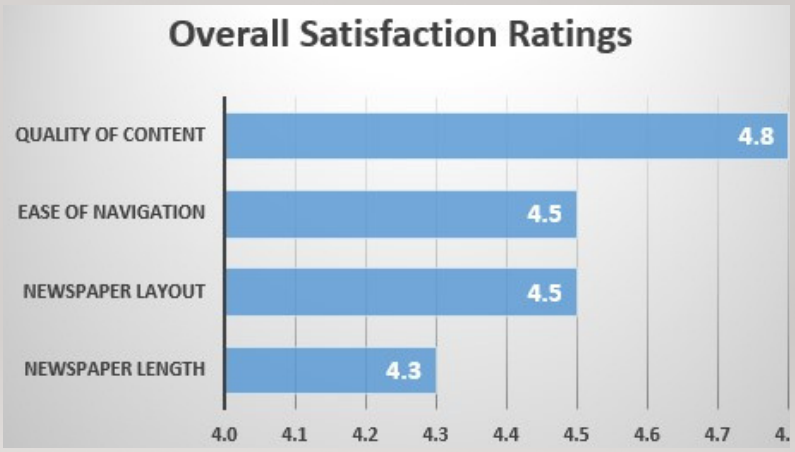
"Your Career > Your Future" Survey Winner and Results

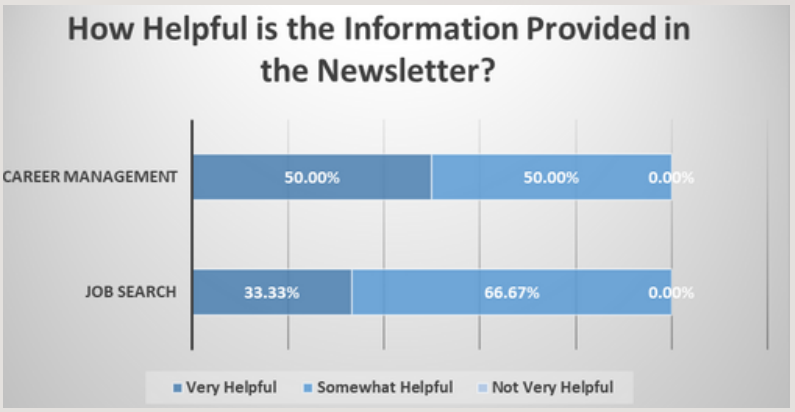
The Career Experts Group would like to thank everyone who took the time to respond to the "Your Career > Your Future" newsletter survey.

We are so excited to announce that **Patrick Manoil**'s name was randomly selected from the survey respondent list to win a free one-hour career-related service. Patrick has chosen the Personal Branding Consultation prize.

Check out some of the interesting results from the survey!







Mark Your Calendar!

Starting January 2023

"Elevate Your Career With an Expert" Quarterly Subscriber Raffle.

To say thank you to those who subscribe to receive the "Your Career > Your Future" newsletter directly in their email each month, we are rolling out the "Elevate Your Career with an Expert" quarterly subscriber raffle.

Starting in January 2023, every quarter we will randomly draw a name from all active subscribers, with the winner receiving a complimentary career-related service from one of our Career Experts.

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TO RECEIVE "YOUR CAREER > YOUR FUTURE" DIRECTLY IN YOUR EMAIL, CLICK HERE TO SIGN UP!

In Case You Missed It...

	Career Industry News and Trends	Job Finding Strategies	Career Advice	Building Your Brand	Diversity, Equity, and Inclusion	Special Feature
April 2022	The Great Resignation	Project Refresh: Mindset Tips	Sprucing Up Your Resume	3 Simple Steps to Refresh Your Brand	Employer's DEI Commitment	
May 2022	3 Hiring Trends for New Grads and Seasoned Professionals	Job Finding Myths and Realities: Job Openings	Is Your LinkedIn Profile Viewer-Ready?	5 Strategies to Succeed in a Hybrid Workplace	Powerful Job Search Networking Resources for Diverse Jobseekers	Lessons Learned: 4 Career Tips for New Graduates
June 2022	Returnship Programs: Helping Individuals Reenter the Workforce After a Career Break	Job Finding Myths and Realities: Resumes / Applications	The Need for Networking Never Stops	What Does Your Digital Footprint Say About You?	DEI Interview Spotlight: Vivian Ayuso-Sanchez	Overcoming Discouragement After Putting Your Job Search on Hold
July 2022	Career Coaching or Therapy: What's the Difference	Job Finding Myths and Realities: Interviews	How Our Brain Can Hold Us Back	Step Away From the Checklist Mindset and Into the Growth Mindset	Neurodivergent Job Search Tips	Lost Your Job? You are "BETWEEN JOBS", Not Unemployed
August 2022	The Future of Remote Work	Job Finding Myths and Realities: Remote Work	Remote Work is Great, But Remember to Stay Visible and Valued	3 Ways You Can Network From Home to Stay Visible and Valued	Mitigating Proximity Bias / Distance Bias in Remote and Hybrid Work	• **Susan Chritton** *Rejuvenate, Renew, and Reinvigorate* • **Val Walker** *Coping With Ghosting, Breadcrumbing, and Other Job Rejection* • **Michele Saunders** *Job Transition Mindset and Inspiration* • **Sabrina Woods** *Prioritizing Well-Being During the Job Search*

In Case You Missed It...

	Career Industry News and Trends	Job Finding Strategies	Career Advice	Building Your Brand	Diversity, Equity, and Inclusion	Special Feature
September 2022	Quiet Quitting: A New Trend Creating a Buzz	Writing Resumes for ATS and the Human Eye	Your Resume's First Impression	How to Brand Your Resume to Stand Out	Strategies to Diminish Resume Bias	5 Tips for Writing a Winning Resume and Samples of Best Practices
October 2022	How to Survive a Layoff	Transitions: Making Sense of Life's Changes	The Evolution of the Career Journey	Rebranding for a Career Transition	The Gender Pay Gap, Salary / Compensation Negotiations, and Achieving Pay Equity	• **Marie Eddy** *The Coaching Process* • **Denise Bitler** *Understanding Your Health Insurance Options*
November 2022	Lifelong Learning: A Necessity for Staying Relevant in the Workforce	Career Development for Mid- to Late-Career Professionals	"The First 90 Days: Proven Strategies for Getting up to Speed Faster and Smart" Book Review	How to Elevate Your Style While Staying True to Your Authentic Self	Powerful Job Search Networking Resources for Diverse Job Seekers	• **Jacqueline Peros** Brand Visibility, Network Expansion, and Career Agility

Check Out These Informative Videos and Free Career Resources

Informative Videos

- 5 Tips for Writing a Winning Resume & Samples of Best Practices
  - Non-Profit Resumes - Elyse Pipitone
  - Technical Resumes - Jeanne Stoner
  - Executive Board Resumes - Laura Johnson
- Job Transition Mindset and Inspiration - Interview with Michele Saunders
- Rejuvenate, Renew, and Reinvigorate - Interview with Susan Chritton
- The Coaching Process - Interview with Marie Eddy
- Understanding Your Health Insurance Options - Interview with Denise Bitler
- Brand Visibility, Network Expansion, and Career Agility - Interview with Jacqueline Peros

Career Resources

- Critical Issues Facing Neurodivergent Job Seekers and Employees
- 403 Action Verbs That Will Move Your Resume to the Top of the Pile
- 310 Resume Power Adjectives That Define Your Value Proposition
- Salary Isn't Everything - Benefits and Perks to Consider When Evaluating A Job Offer
- Understanding Your Health Insurance Options
- Lifelong Learning Resources

Elfie

Elf Training & Development Lead
and
5X Mischief-Making Elf of the Year

About Me

I was born and raised in the North Pole and love children. I studied hard and have proven myself to the big guy in the red suit and have been promoted to the coveted "Elf Training & Development Lead" position.

Expertise Skills

- Extreme Sports
- Sneaky Hiding
- Camouflage
- Naughty or Nice Identification
- Magic (Appearing and Disappearing)
- Mischief Making
- Fireplace Scaling
- Gingerbread House Designing
- Scavenger Hunts

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Education

- The North Pole University
  M.S. Child Engagement
  B.S. Toy Manufacturing
- JAT (Joy Assessment Test) -
  Ranked in Top 1% of Elves Globally

Work Experience

ELF TRAINING & DEVELOPMENT LEAD
Santa's Workshop | North Pole
December 2021-Present

- Strategize on creative hiding places and elf costumes.
- Instruct incoming elves on the rules such as no talking or moving when others are around.
- Spearheaded design of new hands-on mischief learning lab.

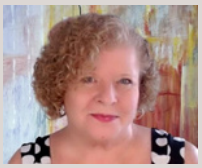
SANTA SCOUT - LEVEL 5
Smith Family | New York, NY
November 2021-December 2021

- Performed extreme acrobatics including death-defying chandelier dismount and heart-stopping chimney climb.
- Escaped from a dangerous hostage situation involving super-strong electrical tape.

SANTA SCOUT - LEVEL 4
Sanchez Family | Los Angeles, CA
November 2020-December 2020

- Championed healthier eating habits by baking and decorating whole grain bagels.
- Continued working despite a harrowing mishap with a hot light bulb.

Meet Your Career Experts Group



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Alone we are Unstoppable.
Together we are A Powerhouse!

CLICK HERE TO READ THE CAREER EXPERTS GROUP TEAM MEMBERS' FULL BIOS

CLICK HERE TO READ THE YOUR CAREER > YOUR FUTURE NEWSLETTER CONTRIBUTING AUTHORS' FULL BIOS

Stay tuned for our January 2023 edition,
"New Year - New You"