


**HOW TO PRESENT YOURSELF
BOTH IN INTERVIEWS AND ON
THE JOB**
Flexible Work Environments
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LEARNING OBJECTIVES




Looking at flexible work environments – job share, telecommuting, timeshare, and satellite offices

- How to ensure you are an integral part of the team
- How do you keep teams together
- How do you prove your worth



WHY ARE YOU HERE?

What are you here to learn more about?



WHAT EMPLOYERS WANT


WHO DO EMPLOYERS HIRE?

- Experience v. Traits
- Company culture fit
- Fill staff gaps
- People who will stay



“ENGAGED” WORKERS

- A positive, enthusiastic, and affective connection with work that motivates an employee to invest in getting the job done not just “well” but “with excellence.”
- Older workers
- Women



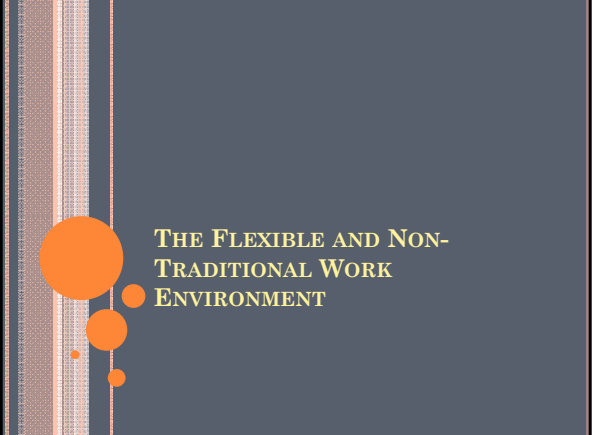
THE RIGHT JOB FOR YOU

- Strengths
- Weaknesses
- Needs
- Wants



The slide features two illustrations. The top one shows a person in a red shirt lifting a large black weight labeled '1 TON'. The bottom one shows a person in a suit flexing their muscles. There is a small orange circle in the bottom right corner.


THE FLEXIBLE AND NON-TRADITIONAL WORK ENVIRONMENT



The slide has a dark blue background with vertical lines and several orange circles of varying sizes on the left side.

MAKING THE BUSINESS CASE


- Talent drives business success
- Work-life initiatives are “highly correlated” with:
 - Job satisfaction
 - Loyalty
 - Engagement
- Employee retention



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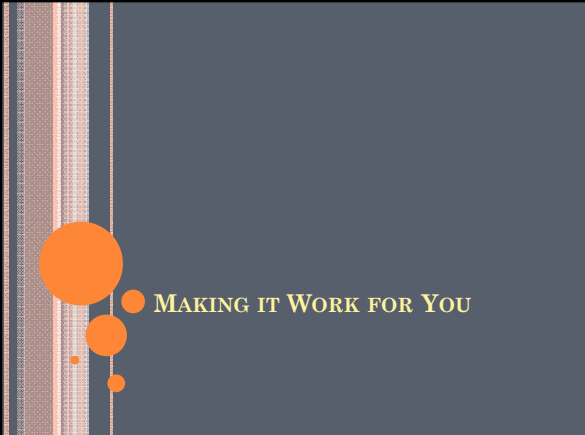
CHALLENGES

- “Lone wolf” syndrome
- Out of sight, out of mind
- Suspicious minds



A photograph of a wolf standing in a snowy, wooded area.


MAKING IT WORK FOR YOU



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INTERVIEWING

- Overcoming an employer’s preconceived notions
 - Gender
 - Nationality
 - Religion
 - Age
 - Generation
- You are interviewing them, too
- Turn perceived weaknesses into strengths



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SOLUTIONS FOR EMPLOYERS

- Use flexible arrangements appropriately
- Train employees
 - To handle freedoms
 - To supervise remote or flex workers
- Give flex employees quantifiable (or at least identifiable) work



SOLUTIONS FOR EMPLOYEES

- Ask for specific goals
- Document your work
- Do work no one else wants to do
- Participate in conference calls
- Work with other employees on projects
- Answer phone/text messages promptly

THANK YOU!

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