

5 Tips to Help Your Newly Graduated Son or Daughter Find a Job...

Here are 5 things you can do to help your child (or grand-child or niece...you get the idea...) in their job search:



1) **Keep them positive.** It's easy to get discouraged when the job market is challenging. One key thing you can do is not forget that their recent graduation is a solid accomplishment. It took them years to complete their degree and it took a lot of work during that time, so don't hesitate to crow about it for months after the ceremony. Remind them of this milestone when they need a boost or just before an interview, when some extra confidence can make a real difference. Kids leave school with a lot of enthusiasm, but that can wane during a grueling job search process. Keep an eye on their moods and help them stay mentally and physically healthy. Help keep the momentum going!

2) **Let them know that you are on their team.** Fresh out of school, your fabulous kid is likely to want to be independent and may not be keen to have parental involvement in their job search. That's easy to understand. So, please remind them that nearly everyone needs outside help in order to get a job. Encourage them to reach out, not only to you, but also to as many other people as possible, in order to carry out an effective job search. Find out how you can be a helpful (and welcome) member of their team. Even small acts of support through your time and perhaps a little pocket money, could make a big difference. Finally, remember that advice that is solicited is always valued more.

3) **Put on a new hat.** In addition to being Mom or Dad (or Grandma, Uncle Dave, etc.) try to be an experienced professional colleague too. A colleague does not have preconceptions or make judgments. A colleague is tactful and tries to remain constructive. Be honest and help interject reality into the search. Finding a job takes work and results are proportional to the effort that is put into the process. Avoid unnecessary criticism. Remain upbeat. Share your knowledge, your own experiences, and your network of contacts with this great young person with enormous potential, who just happens to be related to you.

4) **Respect and celebrate differences.** This is a different job market than you may have faced in your work life and it presents different challenges for a new grad. The "old way" of doing things, which used to be pretty simple, just doesn't work anymore. Also, your loved one thinks and reacts differently than you might in a similar situation. You have decades of life and lessons learned that your kid hasn't experienced yet. Let them try things. If they don't seem to be getting positive results, help them refine their techniques. Encourage them to cultivate their own differences too – those are the things that will make them stand out to future employers who are meeting lots of potential new hires at this time.

5) **Give them a useful gift.** Kids learn a lot in school, but how to find a job is not typically part of the curriculum. Since you've already made a significant investment in your son or daughter's future, it makes sense to invest just a little more in some real-world education that will help them transition into professional life. Without a plan—without strategies and information that help a jobseeker stand out from the crowd and convince a Hiring Manager that they are the best candidate for the job, a young person can miss out on opportunities. Engraved pens and shiny leather briefcases are wonderful mementos, but in the end, that job they land, the experiences they gain and the self-esteem they earn, will stay with them long after the ink runs dry and the leather cracks. Help your grad learn how to mount a manageable and effective job search using techniques that will help them throughout their professional life. Please take a look at www.fivefingerguide.com for more information.

Good luck to you and your loved ones during the job search process! We believe there are great possibilities on the horizon.