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Good hirings take time

Patience needed by both employer and job applicant

Our fast-moving world has created a society of acceptable impatience.

Technology is changing so fast that instant updates and upgrades are the new norm.

We get frustrated and stressed out if we don't have instant access to anything we want within seconds of asking.

We expect the next version of everything, faster than it can be created.

We buy, we toss, we buy more and toss again, so quickly that new becomes yesterday's news.

Job-seekers want to click, search and apply for jobs without effort from the comfort of their homes.

They expect to find the right job fit within a day or two.

They even start to con-



SHARLENE MASSIE
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sider themselves unemployable if they search online for a few minutes, send out some resumés and do not get a reply or job offer by the next day!

Hiring authorities are also impatient.

Resumés are tossed if there is any kind of gap or missing information, let alone a spelling error.

Managers expect to be able to post a job, screen candidates and hire the perfect person

within a day or two of posting.

Many employees are not thinking twice about quitting their jobs because they will just get another one, with a quick search and apply.

And many employers are letting employees go if they do not appear to be the perfect fit because they can be replaced with a quick online job posting.

We are quick to get rid of relationships if they are not perfect. Why work at something when there are other relationships available through a click or two?

Our communities are merging human needs and desires with super fast-changing information, which is readily available and gives immediate gratification.

All this is resulting in a world of impatient people with often unrealistic expectations.

I hope we do find a way to instill patience as a needed quality or trait going forward, so our throw-away society will start to think twice before throwing out important and meaningful relationships, careers and events.

Sharlene Massie is the CEO of About Staffing Ltd., a dynamic personnel agency specializing in direct-hire and temporary placements. Questions for Sharlene? Visit the About Staffing website at www.aboutstaffing.com, and click on the link under the Sun logo. This article may be reproduced or transmitted if done so in its entirety, including this copyright line: Copyright 2011, by About Staffing Ltd., all rights reserved.



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