

## PAPEN South

<b>Then</b>	<b>Now</b>
Job for Life	New gig every 2-3 years
Mostly Very Large Employers	Many Small and Mid-Sized Employers
Locally owned	Multi-national, multi-cultural
Employer will train you	Need to be ready to hit the ground running
Structured management	Unstructured, self-organizing teams
Fixed pension	Portable 401K, some match, self-directed
Commute to downtown	Many suburban office parks, longer commute
Nice office	Cubicle or work from your home office
Lost Job = Bad, You are definitely a loser	Lost Job = Normal, now “re-inventing yourself”
Meet in conference rooms, company cafeteria	Panera’s, Kinko’s, UPS Store, Staples
Management mostly white males, glass ceiling	Diverse, multi-cultural
Knowledge & seniority rewarded	Results rewarded
Boss has gray hair	Boss may be younger than your kids
Union contracts, protection, seniority	Non-union
Health care - fully paid	In network, co-pay, deductibles
Seniority – based status	Many previous employers
8 x 5 = 40 hours per week	50-60 hr weeks, always on duty for text msgs
Fixed pay with annual cost of living raises	Incentive pay, bonus, sales commissions
Everyone works for same large employer	Lots of outsourcing, have core competencies
Phones – Landlines only	Smart phones, texting, internet in pocket
Large, slow, expensive desktop PCs	Laptops, tablets, Smart Phones, Bluetooth
What you know	Who you know and who knows you
Job Searches – Newspaper ads, friends	Job boards, social networks, company sites