



Internships Matter

The opportunity to see how the work gets done creates an advantage.

Our last newsletter focused on [Gen Z's need](#) to connect face-to-face with coworkers and bosses. I know a few Z'rs who left organizations for more face time in another. Hybrid work is OK as long as relationships grow in the office.

So why is there so much focus on Gen Z? Demographics. Baby Boomers are leaving the workforce, Gen X and Millennials are firmly ensconced, and Gen Z is entering. Their numbers are too small to address all the job openings and employer needs. The lack of supply gets the attention. Technology changes work, so many of the solutions of past generations no longer make sense. However, some things do not change. Humans are social, and we do not do well in isolation.

The situation requires us to expedite the hiring and development of the available workers. As with all prior generations, the more established generations (bosses) find the new generation lacking.

Sometimes, old solutions are the answer.

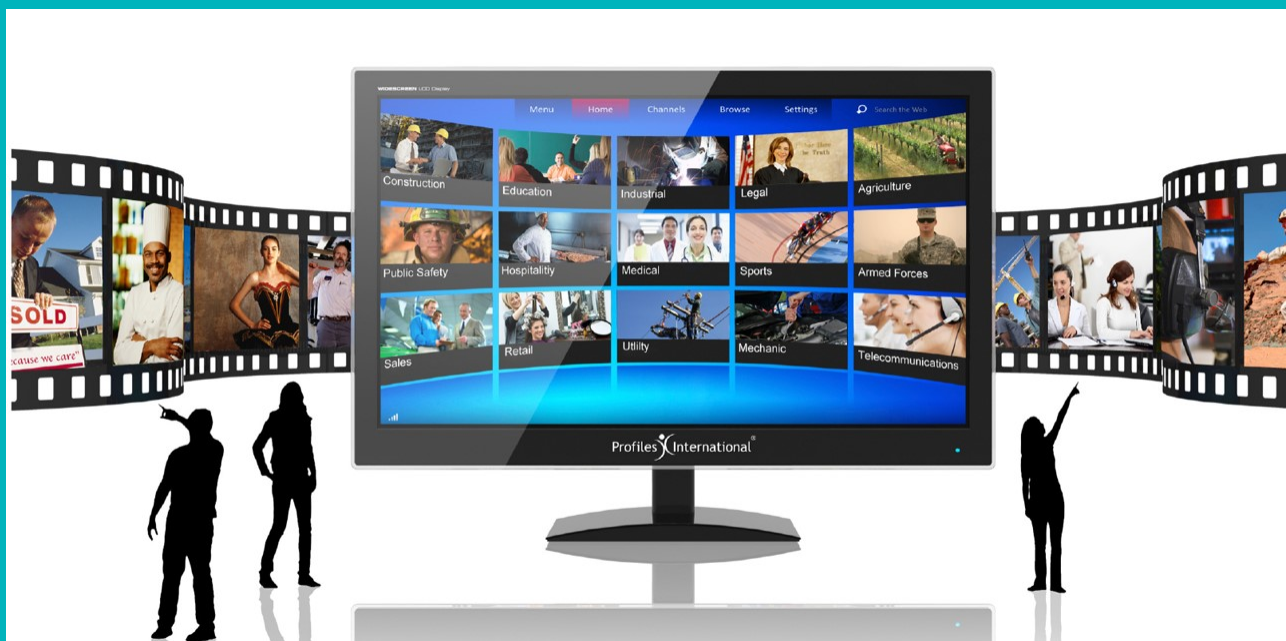
Internships have been around for a long time. In the Boomer generation, internships were less common and often unpaid. Boomers were a considerable generation, so the supply of workers was high. Still, those who took advantage of internships had a leg up in the employment market. X'rs were in short supply. For them, internships came with pay and opportunities for face-to-face work. Compensation law changed to require pay for most internships, and Millennials continued to get paid despite their relative supply.

Gen Z faced the pandemic. Some internships disappeared, and a lot more became remote learning opportunities. Covid curbed the chance for face-to-face relationship building. Now Gen Z is playing catch-up. Higher education suffered during the pandemic. Remote learning was ineffective in developing personal interaction skills and relationships. Now, [internships are back](#) in vogue.

Internships and work shadowing are being encouraged for [high school learners](#) as well.

I often assess young people to help them better discern their fit in the workforce. One difficulty is that they don't know what they are interested in. They have not yet experienced the breadth of the work world. Who knows what an Actuary does at that age? After they take our Pathway Planner assessment, these students get a chance to connect with people who do the work, and that is where the real learning begins.

Our assessment and survey tools are world-class and statistically sound. Our selection instruments are proven to avoid adverse impacts. [Contact us](#), share your concerns, and see how we can help you. No charge, no obligation.



What are My Best-Fit Jobs?

We can help you figure it out.

This year, JobMatch Assessment will celebrate its 22nd birthday. It was founded by [Kirk Young](#), who has years of experience working in large firms and expertise in Human Resources and the assessment world.

The company provides assessment expertise to help supervisors, coaches, and people managers hire, develop, and retain employees more successfully.

The initial focus helped organizations get the right person for the job. That grew into additional assessment services to develop leadership skills, review candidate integrity, improve team cohesiveness, manage conflict, etc. Services always focus on helping the organization.

That was and is the business model, but we often do a favor for clients. We assess family members, uncover the best job-fit options, and conduct a debriefing meeting to help them learn more about themselves and the job world. Kirk uses his experience to introduce them to opportunities and resources they may have yet to consider.

Now, we can help you and your family members with the same personal service. For \$ 150, you can take 'The Pathway Planner' assessment and do a video debrief with Kirk.

The assessment is based on our popular whole-person assessment, the Profile XT. It measures a person's verbal and numerical capabilities, behaviors, and interests. Those traits are compared to successful people in over 900 different jobs. Participants are shown the highest-fitting jobs and learn why they fit so well.

Our assessment and survey tools are world-class and statistically sound. [Please contact us](#) with your request, name, and email address.

One Assessment Thirteen Reporting Options

Unlike other assessments, the PXT Select™ uses a single assessment you can rely upon for a host of reporting options. This makes the assessment more valuable and affordable, since you pay only to score a person's results one time. After that, our reporting system lets you access additional reports without charge.

- **Keep access to your data, without subscription cost.**
- **No charge for additional job models.**
- **No charge to compare a person to multiple jobs.**
- **No charge for personal relationship reporting.**
- **No charge for phone debriefs with a certified expert.**

NO BRAINER!

[PXT Select Report Options](#)

How Can You Future-Proof Your Workforce?

Use **Job Fit** to leverage strengths and develop your teams.

Today

Cybersecurity Analyst

Tomorrow

Data Privacy Manager



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Build and Keep a Collaborative Culture

"One-and-done doesn't work. Build the foundation for an ongoing learning journey at a low cost."



[Download Brochure](#)

Organizational culture faces unpredictable and constantly evolving challenges. You know your organization needs to actively shape a culture that supports morale, recovery, and continued success. It might seem impossible to know where or how to begin— we can help.

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Don't Let Remote Work Curb Sales Development

During this time, one of the most critical questions any President or CEO must face is: “How can I build and maintain a productive sales program?” My friend and associate, Troy “The Sales Navigator” Harrison, offers an answer through his Smooth Sailing Coaching Programs. No professional athlete has ever achieved greatness without collaboration with an equally skilled and passionate coach. In the same way, for long-term sales force development success, coaching can be essential to achieving your goals. Troy can help you focus and direct your efforts, streamlining product knowledge, creating fruitful lead generation, and putting the right processes and people in place. Troy’s programs include individual, autonomous activities, like my Sales Force Audit, or my Salary Calculator, and their success is built on the group and one-on-one skills coaching. These programs have produced dramatic growth for companies all over the USA – and whether you are located in his hometown of Kansas City, or from coast to coast, he can help you.

Schedule

a complimentary,
no-obligation

Sales
Strategy
Review
Session

