



How Employable are you?



272 ROSE AVENUE | LENASIA
TEL: +2711 028 5656 | FAX: 086 595 5817
EMAIL: INFO@SPEEDYPLACEMENTS.CO.ZA
WWW.SPEEDYPLACEMENTS.CO.ZA

Who does the current job market favour more: graduates or experienced professionals?

In general, the job market favours graduates, but that doesn't mean there's no room for skilled and experienced people. A well-defined talent management strategy enables employees to get the experience they require in order to progress within the company and the industry.

What are the characteristics of highly employable people?

Most companies employ people who are willing to grow with their organization. The traits employers look for include mental agility (i.e., curiosity), the ability to do root cause analysis and deal with complexities, people agility i.e., being open-minded, self-aware and comfortable with diversity and conflict resolution), change agility (which doesn't allow for complacency, but indicates a willingness to take the heat of skepticism) and results agility, which means the candidate is inclined to build high performance, drive a presence and be flexible and resourceful in doing so.

What's the best way for employees to upskill themselves?

It's important that your employer shares your aspirations, as these relate to career progression. In order to engage and retain employees, employers should provide learning and education opportunities in the form of bursaries and loans. However, in the event that your passion and desire fall outside your current employment situation, that shouldn't be a hurdle to pursuing your career aspirations by using your private funds.

What do most employers look for when hiring?

Today, employers are paying a lot more attention to attitude. Southwest Airlines CEO, Herb Kelleher: "Hire for attitude; train for skill." This embodies the needs of today's dynamic world of work. It's particularly important when you consider that the skills required to stay ahead in business are rapidly changing. In essence, we need to be continually reskilling ourselves. Our attitude to the changing demands of the workplace must reflect a positive acceptance of the need to continually grow and develop ourselves. A record of consistent achievement is also becoming more important in the hiring process. Employers want to know that they're employing people with a reputation for delivering.



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How can a person improve their employability?

Each one of us should be living the life of the leader within. That means we need to be accountable for our own destinies and ensure we have a clear vision of where we want to go. Then we need to plan the route for getting there. We can't rely on our employers or anyone else to do this for us. Another factor is the power of personal branding. In today's competitive world, we need to establish ourselves as experts in our chosen fields – something more easily achieved nowadays, thanks to the power of blogging and social media.

Resource documents sourced and collated in collaboration with:

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Personal & Corporate Branding Solutions

www.rdlb.co.za | info@rdlb.co.za | 084 488 2919



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