

### Accelerating Your Career

(NAPSA)—The U.S. unemployment rate is the lowest it has been in years. As a result, employers are discovering it is more difficult to find qualified employees. Retaining employees now becomes a top priority. According to the U.S. Job Recovery and Retention Poll Findings, a study by the Society for Human Resource Management and CareerJournal.com, promoting qualified employees was viewed as an effective retention strategy by 40 percent of HR professionals.

Based on these findings, will a promotion be in your future? “Regardless of whether your organization has a formal performance management or a career development system, the first step is to take ownership of your career,” advises Nina Ramsey, senior vice president of Human Resources for Kelly Services.

Attributes, knowledge, inventiveness, and enthusiasm all make up who you are and the marketable skills that you possess. Here are some tips toward taking ownership of your career:

- **Perform well in your current role**—If you are a fast learner who can shift gears easily to meet the needs of the organization, these attributes will get you noticed and put you at the top of the promotion schedule.

- **Knowledge is key**—Approach your work with a continued willingness to learn. Understand the future of the business you are in and how it supports your career goals.

- **Be inventive**—Think “out of the box.” Distinguish projects that allow your creativity to shine.

- **Show enthusiasm**—Engage your current manager and other organizational mentors in discussions focused on learning opportuni-



ties that will enhance your career.

The next step is to think about where you want to be within the next few years, and determine which position best meets your needs. Are you ready for a promotion, or are you happy in your current position? Your answers to these questions will put you on track with the right decision.

- Are there upcoming projects that will provide direct contact with executive leadership?
- Do you see better pay and opportunity for further skill development in your current role?
- Or will your contribution make more of a difference in another area of the organization?

For 60 years, Kelly Services has been dedicated to helping candidates find positions that perfectly match their skills, ambitions, and work preferences. Ramsey notes, “Your attributes, knowledge, inventiveness, and enthusiasm are like your owner’s manual. Whether you take the next step on the career ladder or continue in your current role, you are in the driver’s seat.”

For more information, visit [www.kellyservices.com](http://www.kellyservices.com).