



JobPrep – December 2024

“The Voice of Technology Career Insight”

To all of our clients and partners, we thank you for believing in us and being part of our journey. To our incredible team, your dedication and passion have been the foundation of our success. As we celebrate this milestone, we look forward to building a future filled with more success stories, together. Here's to the journey ahead!

we proudly celebrate 25 years of success, growth, and innovation at Global Information Technology!



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Let's talk motivation: What is it, and how do we do it even when it gets tough

Motivation is fickle. It ebbs and flows, and can be hard to wrangle. But getting and staying motivated is a skill that will pay off in the long run, no matter what area of life you apply it.

You might not feel like working toward that fitness goal you set a few months ago. Or you may be lacking enthusiasm amidst your recent job search. But you know that you'll regret it if you quit now.

Whether it's to fulfill a need or a want, these tips on staying motivated will help you relight that spark both within and outside work.

What is motivation?

Motivation is the energy that drives you to complete a task or behavior. It's the “wind in your sails” that pushes you toward your goals.

There are two main kinds of motivation:



Extrinsic motivation refers to external factors that drive you. For example, receiving a paycheck in exchange for your labor offers you a reward. Negative external motivators, like fear of being fired for skipping work, also drive you to act in certain ways.

Intrinsic motivation refers to internal factors that inspire you. For example, doing work that aligns with your values is emotionally fulfilling. Your own desire to succeed is what propels you forward.

Intrinsic motivation is the more sustainable type of motivation since it comes from within. People who find their

calling and live a life full of purpose feel good about waking up in the morning. They trust that their work aligns with their values, which keeps their spirits up.

Here are 16 general motivation tips to help boost your energy and keep you moving forward. Remember that motivation ebbs and flows.

Feel free to try a combination of these under different circumstances. You might get different results each time or find something that works for you in 90% of situations.



1. **Find your "why":** To fuel understand the deeper reasons behind your goals and aspirations.
2. **Create a positive environment:** Surround yourself with positivity, whether it's through inspirational posters, uplifting music, or encouraging friends.
3. **Practice gratitude:** Reflect daily on what you're grateful for to foster a positive mindset and motivation.
4. **Set deadlines:** Assign specific deadlines to your goals and tasks to create a sense of urgency.
5. **Embrace challenges:** See challenges as opportunities for growth rather than obstacles, which can boost your motivation to overcome them.
6. **Reward yourself:** Treat yourself to small rewards when you accomplish tasks or milestones to stay motivated.
7. **Stay flexible:** Be adaptable and open to change as your goals and circumstances evolve.
8. **Track progress:** Keep a journal or use apps to monitor your progress and see how far you've come.
9. **Stay inspired by role models:** Study the lives and journeys of people who inspire you to maintain motivation.
10. **Practice visualization:** Picture yourself succeeding in your goals in vivid detail to increase motivation.
11. **Eliminate negative influences:** Minimize contact with people or situations that drain your energy or enthusiasm.
12. **Set personal challenges:** Challenge yourself with new experiences or hobbies to stay engaged and motivated in different areas of life.
13. **Find accountability partners:** Share your goals with someone who can hold you accountable and offer support.
14. **Stay curious:** Cultivate a sense of curiosity and wonder about the world to stay motivated in your pursuits.
15. **Keep a "done" list:** Instead of a to-do list, maintain a list of completed tasks to see your achievements and stay motivated.
16. **Set clear goals:** Define specific, achievable goals to give yourself a sense of direction and purpose.



Apply for the Global IT Scholarship Program

Global Information Technology is proud to provide the GIT Scholarship Program. Every month, this scholarship will be awarded to highly driven individuals wanting to begin or advance their IT career. Exclusively, the scholarship will provide a grant of \$2,500.00 towards any certification course or remote live training at GIT. GIT created this opportunity to give back to the community and spread our desire to help those in need. We believe that learning is essential and we will continue to help and develop individuals to help them succeed in their personal development goals. Apply here:

<https://www.global-itech.com/the-global-it-scholarship/>



Veterans, get ready to power your tech future here at Global IT

Global Information Technology (Global IT) is approved by the Department of Veteran Affairs to receive Veterans benefits. We accept Chapter 33 Post 9/11 GI Bill®, Chapter 30 Montgomery GI Bill® for Active Duty, Ch 31 Vocational Rehabilitation and Employment (VR&E), and VRRAP. Whether you are serving or have already served, Global Information Technology is here to work with you to start your IT career. These benefits may cover up to 100% of tuition and fees and housing allowance, courseware, and other training related costs as well.

The Department of Veterans Affairs (VA) is accepting new training program enrollments for veterans wishing to use their GI Bill benefits. These training programs help veterans get the technology skills they need to join some of the fastest-growing industries in the United States. Global Information Technology (Global IT) is approved by the Department of Veteran Affairs to receive benefits under the GI

Bill - Chapter 31 and Post-911 programs. Participating veterans will receive high-tech training, tuition, and housing allowance assistance).

For more information about your specific benefits in regards to your service, call 248-557-2480 to set up an appointment with one of our School Certified Officers (SCO, career advisors) or complete the inquiry form at <https://www.globalitech.com/va-p>





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Career Guide

Quick and to the point Career Advice

Question: *“Andrei, I am contemplating on turning down a job offer. I need the work, BUT the salary they offered is just too low. Any suggestions here? Thanks in advance.” - Valarie Gladstone*

I hear you loud and clear, Valerie. Obviously, you need to make ends meet and, ideally, you’d like to do more than barely cover your bills each month. But if the salary isn’t enough to cover your basic expenses and you’ve tried to negotiate a higher salary without any luck, it’s probably a good idea to walk away.

The exceptions might be if you’re changing careers in mid-life and are starting over at entry-level, or if you’re looking at the job as a temporary bridge until the market stabilizes post-pandemic. If the salary is enough to cover expenses until you can get back on your feet, it may be worth the lower pay. However, if the salary offer is so

low that your time is better spent looking for more desirable positions, continue your search.

With this said, carefully consider the latter option and your status with other job applications before turning down an offer. For example, have you been getting interviews? Is this your first offer? Has your interview process been positive and have you made it through to multiple second or third interviews?

Assess how the market is responding to your candidacy.

I hope this advice helps. You got this, and best of luck!

- *Andrei*





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December 2024, January 2025 Career Services Workshops: GIT's Lunch and Learn Events

*Message from Jennifer Bowden,
GIT's Career Services Manager*

Hello Global IT community!
GIT's workshops and 'Lunch and Learn' events are short sessions with the information you need to get a jump-start on your job search. Our upcoming workshops here at GIT include:

DECEMBER 2024

Thursday, December 5, 5 p.m. –

Creating a LinkedIn Profile

LinkedIn is a powerful tool for locating jobs, researching employers, and expanding your professional network. Learn tips for creating a profile that highlights your skills and

experience and helps you make the most of this career resource.

Tuesday, December 10, 12 p.m.

– Lunch and Learn:

Understanding Transferrable Skills

What is meant by a transferrable skill? Learn how to identify and highlight the transferrable skills from your experience and make the most of them on your resume.

Wednesday, December 18,

5 p.m. – Network Your Way to Career Success

You may have heard that networking is essential for finding a job in today's market – but how do you get started? This workshop will cover networking tips and strategies including networking in person and how to get the most out of LinkedIn.

JANUARY 2025

Tuesday, January 7, 5 p.m. –

Resume Writing

Your resume is the foundation of a successful job search. This session will explain the essential sections of a resume and show you how to add the skills and experience that get you noticed.

Wednesday, January 15,

12 p.m. – Lunch and Learn:

Planning Your Job Search

It's been said that finding a job is a job. How can you make the most of the time you have available? Learn strategies for planning and executing a job search that keep you on track and gets results.

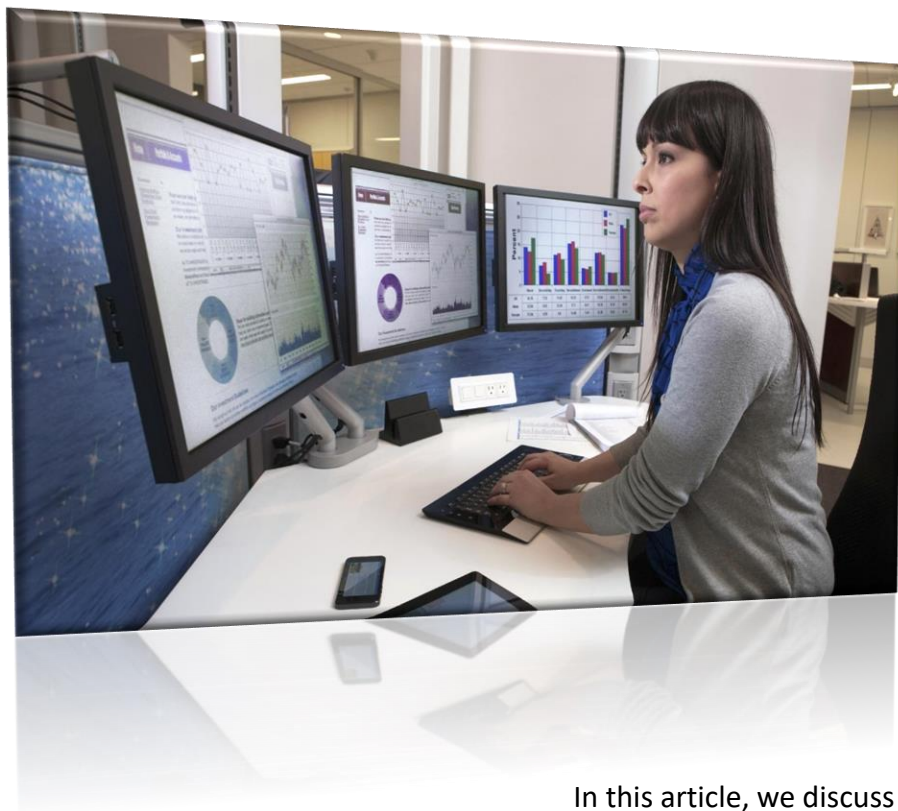
Wednesday, January 22, 5 p.m.

– Interviewing Skills

Interviewing is a skill you can improve with practice. Learn strategies for taming those pre-interview jitters, how to answer tough questions (including the dreaded "Tell me about yourself"), and the best way to follow up with employers.

Register today

at <https://www.global-itech.com/free-seminars/> or email placement.services@glob al-itech.com.



How to choose potential career paths in IT

The field of information technology appeals to many job seekers. It typically offers steady employment, high wages and opportunities for career growth. Knowing more about the various jobs and specialties within the broader IT industry can help you determine which role or field might be the best fit for you.

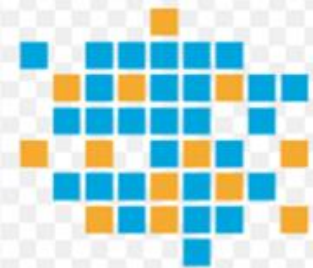
In this article, we discuss the benefits of working in IT, and offer advice on how to pick your specialty.

Benefits of working in IT

Working in information technology can be an exciting and lucrative career path. The benefits of this profession include:

- **Stability:** As one of the fastest growing career fields, IT can provide job security.

- **Variety:** IT professionals can find positions across industries and in public and private sectors. Most companies, regardless of industry, need help implementing and maintaining their computer systems.
- **Freelance opportunity:** Skilled IT professionals can often work a more flexible schedule by freelancing for individual clients rather than working as an employee.
- **Continuous learning:** Technology is a rapidly changing field that promotes innovation and progress. You can constantly learn and apply your knowledge to advance your career.
- **Income:** IT jobs generally pay well, and you can earn more as you gain experience.
- **Philanthropy:** Many emerging IT jobs offer you the chance to develop tech solutions to address real-world problems, like hunger, disaster relief and social justice.



Here are some steps to help you decide on the IT career path best suited for you:

1. Consider your interests

With so many IT subspecialties, it's important to narrow down which types of jobs you're most interested in. Consider what appeals to you within the IT field, like design, sales, technical support or art.

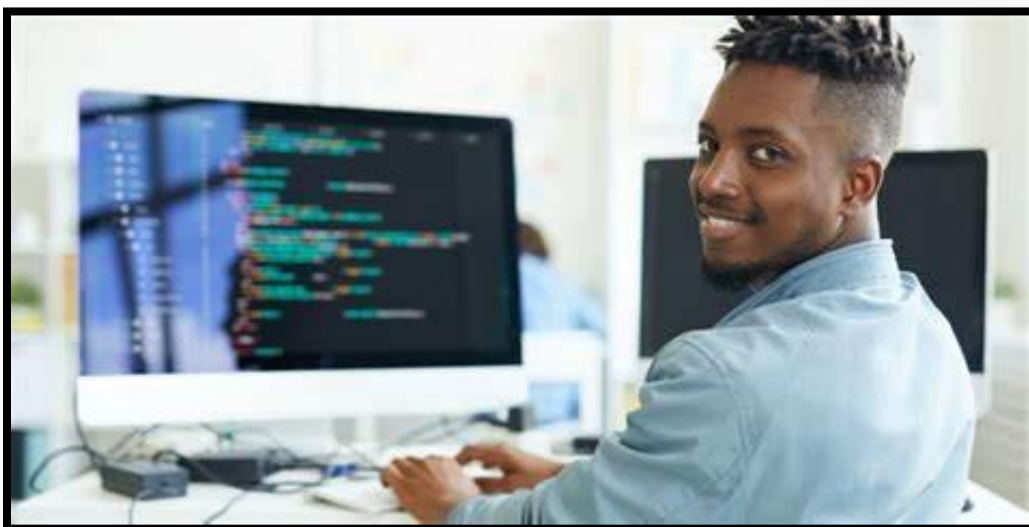
Additionally, think about what types of sectors you might like to work in, as the demand for IT roles may differ. You may pursue jobs in:

- ✓ Technology
- ✓ Government
- ✓ Healthcare
- ✓ Banking and finance
- ✓ Insurance
- ✓ Law enforcement
- ✓ Telecommunications

2. Research your chosen specialties

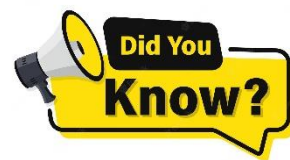
Once you narrow down your choices to a few specialties, compare the career paths for each by researching:

- ✓ **Education requirements:** Consider what type of training and credentials you may need.



- ✓ **Average salaries:** Check the average salaries for each position where you live.
- ✓ **Work environments:** Compare where professionals work to see if it aligns with your preference. For example, some jobs may offer primarily in-person roles, while others might have more remote opportunities.
- ✓ **Schedules:** Research whether these careers require night, weekend and overtime work or if they provide flexible scheduling options.
- ✓ **Job outlooks:** Compare how fast jobs are growing or declining in each area.

GIT Fun Technology Fact



The name Google was created accidentally, it was originally supposed to be named 'Googol'. (Googol is the digit 1 followed by 100 zeroes). The founders checked to see if that domain name was taken, but accidentally searched for 'google.com' instead of 'googol.com'. They liked that name even better and registered the domain name on September 15, 1997.



GIT thought provoking corner



“Change your life today. Don’t gamble on the future, act now, without delay.”

– *Simone de Beauvoir*

Quick question: What is the work environment like for IT jobs?

While many IT jobs require professionals to work on-site, a significant number allow for part- or full-time remote work. Depending on the nature of their job, IT professionals may work traditional business hours or have the ability to set their own schedules. Professionals who typically work in teams, like software developers or engineers, may work a more traditional schedule to ensure they have time to collaborate with one another.



10 Things you should check out before your next job interview

As the world continues to recover from near recession levels, your opportunities for employment may be growing. When preparing for an interview, make sure to research the company's mission, reputation, finances, and more. This can help you appear as a knowledgeable, informed candidate to a recruiter or hiring manager when answering interview questions.

Here are 10 ways to conduct company research for an interview.

1. Visit the Company Website

Learn about the company from the “About Us” section or any “Meet Our Team” section.

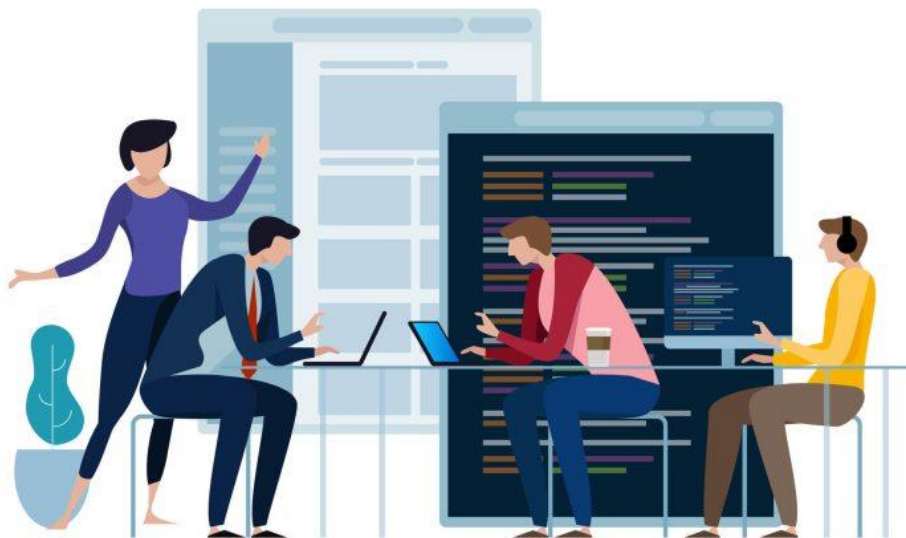
These pages will give you an overview of the company, but be aware that these pages may be more geared toward attracting customers or clients. You might be able to get more insight about the job itself if the company has a “Careers” page.

Additionally, more job seekers are placing emphasis on a company’s values. In a recent article, Caitlin Duffy, research director at research and consulting firm Gartner, said, “You could call it the ‘Great Reflection.’ ... It’s critical to deliver value and purpose.” Check out the company’s values page, mission statement, and any company culture page to gain more insight.

2. Check on the Company’s Financial Health

You don’t want to get involved with a financially troubled company. Investopedia says the single best indicator of a company’s financial health and long-term viability is its bottom-line profit margin.

For many large companies, you should be able to find this and more financial information from a company’s quarterly earnings report, annual report, or



conference calls with investors, the latter of which you might find on YouTube. If you're interviewing with a startup, check out its profile on Crunchbase.

3. Learn About the Skills the Company Requires

You should be able to find out a lot in a job posting, including a general description, duties, education, experience requirements, and possibly starting salary range.

Also, take a good look at what they're looking for in terms of knowledge, skills, and abilities. With this information, you should be able to decide what the company is seeking in a

qualified candidate. This can help you position yourself in your interview.

4. Browse Social Media

Many companies are using social media to present themselves. According to Statista, 92.1% of larger U.S. companies used social media for marketing in 2022, up from 86.2% in 2013. The way social media is used can give you insight into companies.

Search out the company's Facebook, Instagram, and X (formerly Twitter) pages to gain a sense of how the company wants to be perceived. You can also spot some red flags this way, such as a less-than-

professional presence.

Also, it never hurts to check out the company on YouTube.

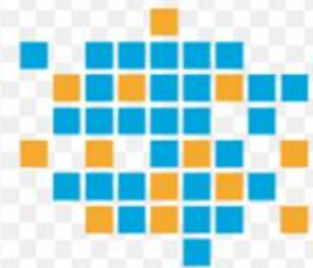
5. Explore LinkedIn

According to LinkedIn, more than 65 million companies use the site to connect with consumers, other companies, and prospective employees. Companies share a lot of information on this platform, so make yourself familiar with it. You can see a company's hires, promotions, jobs posted, related companies, and statistics. You can also see who they interact with. You should search LinkedIn for people who are employed at the company. Learn about the company by looking at their employees' experiences.

6. Search Google and Google News

Google is a valuable tool, beginning with its wide-ranging Search feature. Look for a company's name and see what turns up. You may find out the company's tactics, recent news releases, or plans.

Use the News tab to find out if the company has been in the news lately. You might find out whether the company has been



having difficulties or had products recalled.

7. Use Glassdoor and Other Employee Sites

Glassdoor says 83% of its users are actively looking for jobs or are open to new opportunities. Explore the company's Glassdoor listing, including their Interview Questions and Reviews section for valuable information for job seekers.

You can also see whether employees have left comments about the company — but know that sometimes the more disgruntled an employee is, the more likely they are to post.

8. Research the Field and Competitors

It is a good idea to research the

competitors of the company you're interviewing with. That can help clarify for you the company's mission and needs. Head to [similarweb.com](https://www.similarweb.com), type the company's name, and then click “similar sites.” You can also look up competitors on LinkedIn by seeing what recommendations you get if you click on the interviewing company's page.

9. Mine Your Current Connections

If you know someone who works at the company now, ask them for their insight. Check with other friends to see if they have friends who work there. This is where your own personal network can help out.

Networking events could also connect you with the right people to find out more information. It's a good idea to keep building your network.

10. Find Out About the Hiring Manager

Lastly, before the interview, research the hiring manager or your interviewer on LinkedIn. Find out what you can about them, and see if there are any commonalities you share. This can give you an advantage during the interview because you'll have a better chance of connecting with them and sparking a meaningful conversation.