

Q. I want my next career move to be successful. How do I stay focused and motivated during my job search to land my dream job?

A. It's exciting to think about your future when making a career change. To stay on your career track, you need a vision of your future and, the ability to clearly communicate your vision to others. It will guide you when you're out working your network and meeting with potential employers.

Topping the list of challenges employers face today, is finding good employees who will stay long term. It's important for both employers and employees to consider their values in the hiring process. Winning organizations that attract the best, know that to keep the best, they must show their people what they stand for and, offer a workplace where people thrive and contribute to the company's success. When searching for that dream job, the things that are important to you are unique to you. For instance, you think flexible work hours are important, where as someone else places higher importance on training. Ask yourself some key questions - How will I contribute and what do I have to offer? How will my next move impact my long-term plans? What kind of support do I need to help me reach my goals? Knowing what you want and how it will look *is* having a vision. From here, you are better equipped to review your choices and make sound decisions in alignment with your dream job.

Sought after employers look for common threads between their vision and yours, while honoring your individual contribution. In demand employees know what they want and negotiate reality, to create their ideal lifestyle. Check out the New York Times bestseller by Timothy Ferriss – *The 4-Hour Workweek*.

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