



The Don Hutson Report

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Global Expert on Sales & Negotiations

Volume 2019, No. 20

October 1, 2019

How Are You Doing with Career Management?

The era of working 40 years for one company and getting a gold watch on your way out the door is rapidly coming to an end. While the Boomers and Civics largely still believe in it, their numbers are dwindling and the Gen X and Millennials are emerging in huge numbers. These individuals have a different value system.

The first substantive point to make is that if you have a job you love, with a company that you love, give it your best shot and grow with that firm over time. You might run it someday.

As to the younger groups, their preferred “M. O.” is to work where they get their joy, and when the joy is gone, they’re gone... to the next employer. Moving rather frequently used to be taboo among employers, but things are different now.

We are all involved in career management, and it behooves us to make calculated, informed decisions on our career moves. Are you an employee of a corporation, a 1099 independent contractor, entrepreneur, solopreneur, or in a professional field? All categories have different implications. Most are variances of being self-employed.

Solopreneurs are relatively new on the scene, and their numbers are growing exponentially! These are usually people who have chosen to have their own start-up, working out of their home, and are probably doing substantial business on the internet. They have also chosen to work alone, at least in the beginning.

For example, 1099 Independent Contractors may be straight commission salespeople, but they are self-employed as well. Many others described as entrepreneurs or professionals are also, essentially, self-employed. If you are in one of these categories, you are running YOU, Inc., and you need to do it well. This chosen “adventure” can be rewarding in many

different ways, not the least of which is working at your own pace. You can turn on the afterburner anytime you feel the passion to do so, or if you have backlogged some cash and want to travel for a week, there is no one who can veto that vision.

Self-management is challenging and potentially very rewarding. When there is no one around to call your shots, you should probably have some self-imposed goals, directives, beliefs, and daily habits that keep you headed in the right direction. For example, if you have no 401-K or corporate retirement plan, you need to consider saving 10 or 15% of what you make.

Keep your freedom to work at your own pace in synch with the timeframe you identify for realizing your goals and objectives. Then, follow through with a well-thought out strategy. It is also recommended that you develop a stable of professionals from different fields who can offer you advice on multiple fronts to accelerate your progress toward achieving all that you envision.

While we are talking about your career, what are your thoughts on retirement? In his late seventies someone asked Zig Ziglar if he was retired. He said “Heavens no, I’m not *retired!* I’m *refired!*” He stayed motivated until his dying day, and lived a truly fulfilled life.

Remember, when you stop setting and achieving goals, you advise your sub-conscious mind to prepare for the death process. Many people have retired only to find after months or a year or two, that they wanted the meaningful experience of working and achieving, so they go back to work. Figure it out and go with your plan.

Just don’t let anyone talk you into believing that you need to go with their plan. One of the greatest gifts of working in the environment of free-market capitalism is the ability to chase your own dream!

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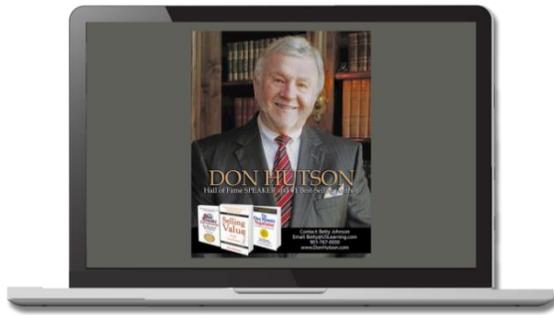


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