



Gemini May Newsletter



In this month's newsletter I have focused on two areas that will hopefully make you re-think the perceptions of "The Candidate CV". So many pass our desks on a weekly basis that sometimes we have become so 'good' at our assessment of who will fit and who will not, that we miss the bigger picture of the candidate ability and personality that also form part of the hiring process.

In Asia, we tend to spend a great deal of time focusing on myths and concepts that have since become engrained in the hiring process, yet do very little to help identify and onboard the right staff. We often hear clients dismiss candidates based upon an overly 'jumpy' CV, where the candidate has moved jobs within months or a couple of years on more than one occasion. Although a jumpy CV is cause for questions, in many cases people who change roles more often than others bring a new set of skills and thinking that can help a business with immediate problem solving requirements.

This is in part due to people who change jobs regularly being able to pick up new things more quickly, as it is difficult to job hop if don't add value to each place you go. That's why job hoppers are usually overachievers on projects they are involved in. Our Interim Management offering is a good example where short-term projects for a few months can be achieved expertly by professionals who know they are only involved for the short-term. In the two articles below, we touch upon the five key benefits of re-thinking about people who move jobs frequently as well as the myth of the perfect resume.

As usual, if I can assist, please do not hesitate to contact me directly.

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slower pace than the 20 somethings.

So if you think job-hopping is bad, change your thinking. Job hoppers are not quitters. In fact, they make better co-workers and better employees and I bet are generally more satisfied with their work life.

Here's why:

1. Job hoppers have more intellectually rewarding careers.

In almost any job, the learning curve is very steep early on. And then it goes flat. So by the end of two years at the same job, you often have little left to learn. Which makes me wonder what people are doing to keep their brains alive if they stay at the same job for 20 years. It also makes me certain that job hoppers know more.

If you change jobs often, then you're always challenged with a lot to learn - your learning curve stays high. The more you have to navigate corporate hierarchies and deal with office dramas, the more you learn about people and the better you will become at making people comfortable at work. And that's a great skill to have.

2. Job hoppers have more stable careers.

Jobs in the world today don't provide stability for its employees. There are layoffs and downsizing and just-in-time hiring and contract workers - realities that barely existed a generation ago. The stability you get in your career comes from you. The way you do that is through networking. Because you can be sure you'll need to find many jobs in your lifetime, you want network as efficiently as you can. After all, the most efficient way to find a job is through a network. It's how most people land jobs. People who work for lots of companies have a larger network than people who stay in one place for long periods of time. Which is why job-hopping creates stability.

3. Job hoppers are higher performers.

If you know you are going to leave your job in the next year, you're going to be very conscious of your resume - that is, what skills you're tackling, what you're achieving, whether you're becoming an expert in your field. These issues do not generally concern someone who has been in a job for five years and knows he's going to stay another five years. So job hoppers are always looking to do really well at work, if for no other reason than it helps them get their next job.

You can't job hop if don't add value each place you go. That's why job hoppers are usually overachievers on projects they are involved in; they want something good to put on their resume. So from employers' perspective, this is a good thing. Companies benefit more from having a strong performer for 18 months than a mediocre employee for 20 years.

4. Job hoppers are more loyal.

Loyalty is caring about the people you're with, right? Job hoppers are generally great

A perception that has stuck with many managers and HR professionals is that people who job-hop are not committed and a liability to hire.

Here is why this idea may need to be reconsidered.

People in their 20s on average change jobs every 18 months. People in their 30s - at least the ones that continue to do well in their careers - change jobs frequently as well, although at a



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Due to the unrest in Bangkok. There is no news update this month. The office is still handling client enquiries.



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team players because that's all they have. Job hoppers don't identify with a company's long-term performance, they identify with their work group's short-term performance. Job hoppers want their boss to adore them so they get a good reference. Job hoppers want to bond with their co-workers so they can all help each other get jobs later on. And job hoppers want to make sure everyone who comes into contact with them has a good experience with them; it's not like they have ten years on the job to fix a first impression.

5. Job hoppers are more emotionally mature.

It takes a good deal of self-knowledge to know what you want to do next, and to choose to go get it rather than stay someplace that for the moment seems safe. It takes commitment to personal growth to give up career complacency and embrace a challenging learning curve throughout your career - over and over. And it's a brave person who can tell someone, "I know I've only been working here for a month, but it's not right for me, so I'm leaving."

Doubtless you'll hear that you should stick it out, show some loyalty, give it at least a year or two. But why should you take time out of your life to spend your days doing something you know is not right for you?

It is okay to quit. No career is interesting if it's not engaging and challenging, and your most important job is to find that - over and over. Do not settle for outdated workplace models that accept complacency and downplay self-knowledge. Sure, the job market is tough nowadays - but that's no reason to settle. (Source BNET)

Why You Shouldn't Hire That Perfect Resume



With so many business graduates coming onto the market this summer, it's tempting to think that this is a great moment to upgrade your intake. Maybe you'll have to pay more for the high achieving graduate, but won't he or she be worth it?

When it comes to hiring people, isn't it true that you get what you pay for?

The school of thought is that this idea may not always be as accurate as one would hope. I know many situations where clients have overpaid for some people who went to the best Universities and had fantastic resumes but turned out to be quite ordinary.

One of the biggest mistakes many firms in Asia make is to focus too much on the education and qualifications, yet fail to appreciate the potential of their new hires to grow and develop in new ways that can mutually benefit the company and the employee. When we hire the perfect resume, we do so hoping we've found the holy grail: the employee who is so smart that no training, motivation, supervision or mentoring will be required. Problem is, the holy grail's a myth.

Hiring raw talent and the right attitude nearly always works better than focusing on the academic portion of a candidates life. By hiring people with the right attitude and enthusiasm you not only have the opportunity of changing their lives, but because of their energy, focus and determination, that new raw talent helps to change a company's culture.

The supreme alignment between personal growth and business growth can't just be talked about; it has to be real and felt.

Gemini Monthly Salary Survey

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Thought for the month

"Hiring talent is easy; developing it is harder"

anonymous



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Every month Gemini compile the most up-to-date and accurate salary trend statistics on the local Hong Kong and regional job market.

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