



Gemini June Newsletter



As if you did not know, we are in June, quickly followed by July and soon I will be writing my Christmas email to you all! Where has the year gone?

The job openings within the market continue to rise, although the jobless rate in Hong Kong has increased slightly due to the number of graduates entering the job market. On my recent trip to our Singapore office, I was surprised how similar our two economies are in relation to growth in the banking and finance sectors, as well as trade and logistics. As a sign of improving sentiment (despite worries elsewhere in the world) the hospitality and casino sectors appear to have gained a great deal of ground in Singapore, Shanghai and of course Macau.

With a hot market, it is worthwhile considering the merits and reasons for staying in a particular job, and only recently I have been asked by many clients about the methods they can use to retain their current staff. In one of the articles in this month's newsletter (*What keeps you going besides coffee*), I talk about a few key reasons we should consider before deciding that a new job is the solution to the trials and tribulations of our current roles, and what our colleagues perhaps need to receive from us as employers to maintain their involvement and loyalty to the company.

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

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Become a better Networker!



If you're anything like me, this experience will be familiar to you - you're at a work function or networking event and you've just been introduced to someone who seems really interesting.

You think you're focusing and plan to strike up a conversation, but no sooner do you turn away to shake another hand than you completely blank on the person's name. D'oh! This wasn't a big deal when you were just socialising in college, but in business being terrible at names can be a real liability.

Here are some core areas to remember when networking so that remembering those who meet stays with you longer than just the "hello"...

Gemini Regional News

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[China Career Update](#)



Gemini Personnel Thailand

[Current Political Situation: Happy and Colorless](#)

- + **Make a choice to care.** A kind of "first principle" of relationship building applies here. If you make a conscious decision that you are going to remember names, because you care about the people you meet, you will immediately become much better at doing it!

- + **Picture the name written across their forehead.** Think that sounds dumb? It's not. It was a trick used by **Franklin Roosevelt** and he amazed his staff with how well he remembered names.

- + **Listen to the name of the person you are being introduced to.** If you don't hear the name clearly the first time, ask them to repeat it. Again, this seems obvious, but some of you are so convinced you aren't going to remember that you don't even listen in the first place!

- + **Repeat the name as soon as possible.** You can either repeat it as a confirmation, "Joe, right?" or in conversation, "Nice to meet you, Joe." Either way, say it aloud and look the person in the eyes, too.

- + **Use word or picture associations to make the person-name combination more memorable.** For someone named Joy, picture her with a huge smile on her face, glowing with happiness. Imagine Sandy on a beach. Maybe Mike is singing karaoke. The more unusual the picture, the more memorable. Be creative!

What Keeps You Going Besides Coffee?



There are many times in your life that you may waken up and ponder the reason to carry-on in the same job. Employers and candidates all face the vexing question on why one job is better than another, and even more importantly, why would you jump from one job to another.

It could be time to re-examine what's important to you professionally - aside from the obvious need to earn a living - and to quit trying to live up to someone else's standards for achievement. Whether you're out interviewing and are asked to articulate your ideals, or are getting close to a decision about an opportunity that's currently on the table, identifying core motivators in basic, simplistic terms

can be useful. The same set of criteria can also help you better understand co-workers and job candidates.

In no particular order, here are the primary motivating elements I've observed over years of interviewing:

Money: Total compensation, including cash and non-cash items. It's not so much what the money buys, usually, as what the money means - psychologically and socially. If you put this at the top of your list, ask yourself if it's as big a factor as you think. Will you really bolt for an extra few dollars?

Status: In short, this where you stand on the org chart or totem pole. How many people do you have to bow down to versus how many kneel at your feet? Executives often have great difficulty admitting, even to themselves, just how important this is to them.

Prestige: What level of eminence, reputation and public esteem does your company enjoy? For example, would you rather be a SVP at Wal-Mart or a VP at Nordstrom? Everything else being equal, that is.

Culture: This is about people, camaraderie, shared values and belonging. Are you proud



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and happy to be a member of this group? Would you want to spend, say, Thanksgiving with them?

Autonomy: To what extent do you define the goals and objectives for your function? Is Big Brother watching or have you been given the self-determination to succeed on your own lights?

Wow Factor: This could be anything from the coolest technology in the world to being located in the same town as your new romantic interest. In other words, any consideration that overrides the factors mentioned above. Do you want to bring your boss coffee and doughnuts? No? What if your boss is Steven Spielberg? You get it now.

Gemini Monthly Salary Survey



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

[Hong Kong Salary Survey](#)

[China Salary Survey](#)

[Thailand Salary Survey](#)

A touch of humour...

Thought for the month

"I like quoting Einstein because nobody dares contradict you"

anonymous



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We've known each other since so long! I've remembered all your Birthdays and important occasions, been there for you whenever you needed me and yet you think we still aren't friends? Why's that?



You haven't accepted my facebook friendship request!



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