



# Career Development in the New Business Environment



**rh** Robert Half®

# POLLING QUESTION

**After shelter-in-place restrictions are lifted, would you like to work remotely more or less often than you did before the pandemic?**

- Work remotely much more than before the pandemic
- Work remotely somewhat more than before the pandemic
- Work remotely somewhat less than before the pandemic
- Work remotely much less than before the pandemic
- My company won't allow remote work after shelter-in-place restrictions are lifted.



**MYTH** ▶

**Careers are at a**

**Standstill**

**in 2020.**

**TRUTH ▶**

**Old paths are closing  
— but new ones are  
Opening.**

# Encouraging signs



Unemployment for college-degreed workers 25 and older is under 4.8%.



18 million unemployed professionals expect to return to work.



40% of small business owners anticipate improvements by early 2021.



Companies and employees see advantages in remote work.



53% of employers have hired staff remotely since the pandemic began.

# Encouraging signs



**63%**

I realize my job is doable from home.

**60%**

My work-life balance has improved due to lack of a commute.

**43%**

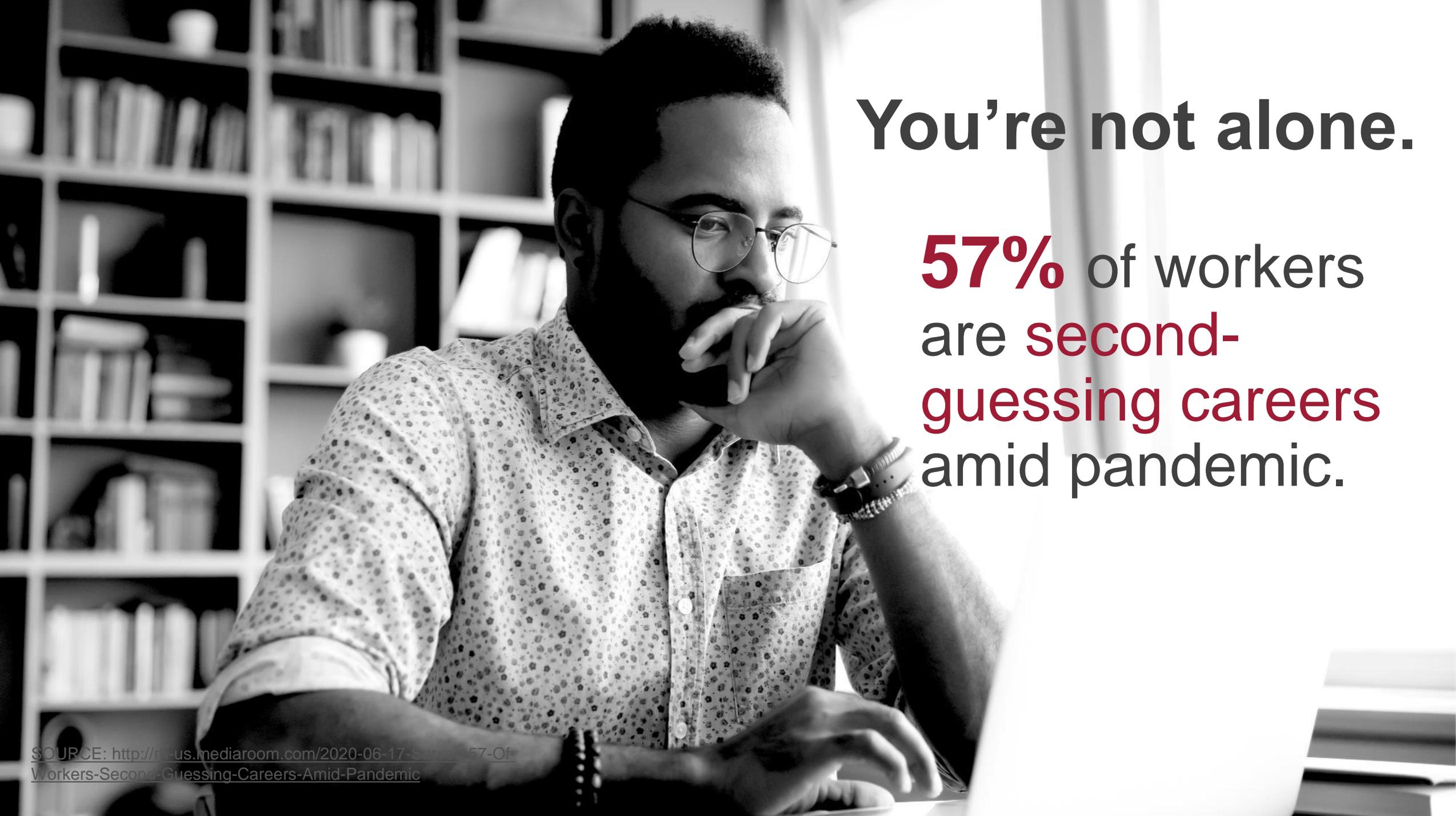
I'm more comfortable using technology.

**20%**

I've grown closer to my colleagues.

**19%**

I've grown closer to my boss.



**You're not alone.**

**57%** of workers  
are **second-**  
**guessing careers**  
amid pandemic.

A black and white photograph of a man with a beard and glasses, wearing a white button-down shirt, sitting at a desk. He is looking to the right with a thoughtful expression, his hand resting on his chin. On the desk in front of him is a laptop, a notebook, and a white mug. The background shows a modern office environment with a bookshelf and a window. In the top right corner, the text "Workers' new expectations" is written in a bold, red, sans-serif font. On the left side of the image, there is a decorative graphic consisting of a large, downward-pointing triangle made of smaller triangles in shades of blue, red, and grey.

# Workers' new expectations

# POLLING QUESTION

**Has your company announced it will allow remote work on a more frequent basis post-pandemic?**

- Yes, remote work will be allowed on a more frequent basis
- Yes, but the amount of remote work is based on managers' discretion
- No, we will go back to the company's remote work arrangements pre-pandemic
- Not sure, they have not made an announcement yet
- My company doesn't allow for remote work



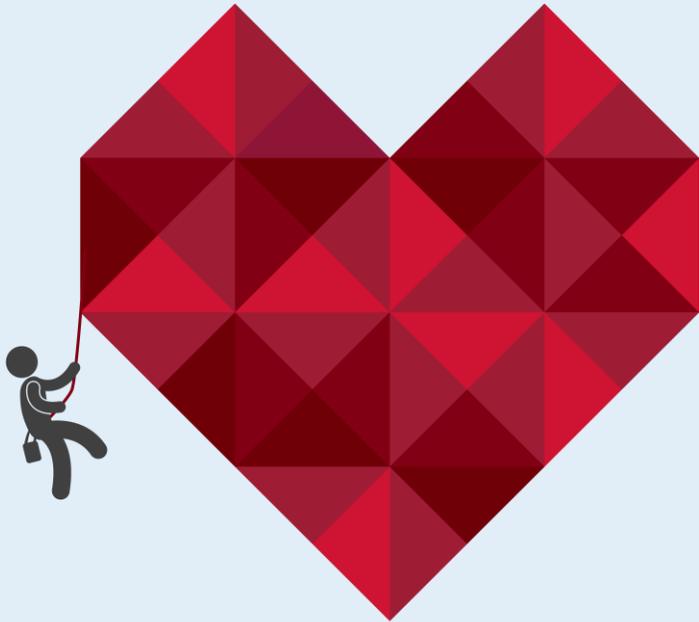
# Workers' new expectations



will prioritize their  
personal life over  
their job.



# Workers' new expectations



**33%** want to pursue a more meaningful or fulfilling position.

# Workers' new expectations

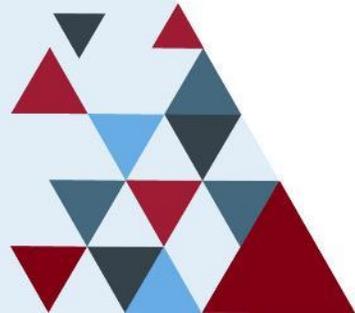


want to work remotely more often after the pandemic.

Employees want to **work from home more.**

3

Average number of days per week employees prefer to work from home after stay-at-home advisories are lifted.



# Revisiting career development

Many traditional ways to **propel your career** are still valid, but must now be viewed **through a different lens**.

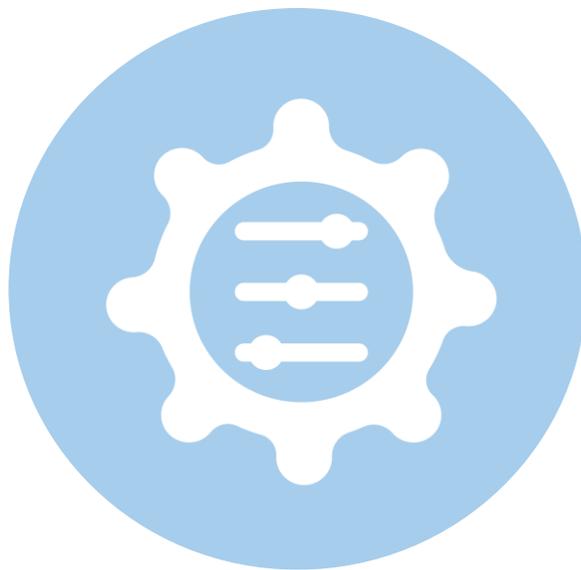




Pandemic =  
**soft skills** tested like  
never before.



**Communication:**  
fighting against  
miscommunication



**Adaptability:**  
a flexible mindset willing  
to turn on a dime



# Soft skills needed for a shifting business landscape



- ▶ Ability to work independently
- ▶ Attention to detail
- ▶ Business acumen
- ▶ Comfort with change
- ▶ Collaboration in virtual teams
- ▶ Commitment to continual learning
- ▶ Communication, written and verbal
- ▶ Creativity and innovation
- ▶ Critical thinking
- ▶ Emotional intelligence
- ▶ Leadership qualities
- ▶ Prioritization and multitasking
- ▶ Problem solving
- ▶ Project management
- ▶ Public speaking

# Workplace rivalries on the rise

**28%** say competition among employees is rising.



# Technical skills in demand

- ▶ Navigating virtual meetings/staying connected with your team
- ▶ Electronic filing and documentation
- ▶ Email marketing
- ▶ Google Drive/OneDrive
- ▶ Graphic design and presentation software
- ▶ Microsoft 365
- ▶ Online research
- ▶ Social media



# POLLING QUESTION

**Do you currently contribute to internal thought leadership materials or participate in external discussions?**

A. Yes

B. No



**New technology** is likely to appear more quickly.

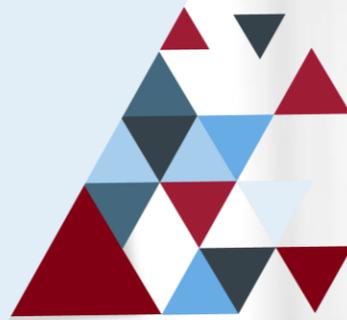


**INCREASING YOUR  
VISIBILITY** 

**T**ime management

**is easier now.**

# Increasing your visibility



can do windowed work.



said they're more productive.



# Online networking can help your career.

- ▶ Choose the right channel(s)
- ▶ Make a good impression
- ▶ Be choosy with connections
- ▶ Don't make it all about you



# Focus on leadership skills that are most important now.



Learn how to  
offer emotional  
support



Empathy  
is  
key



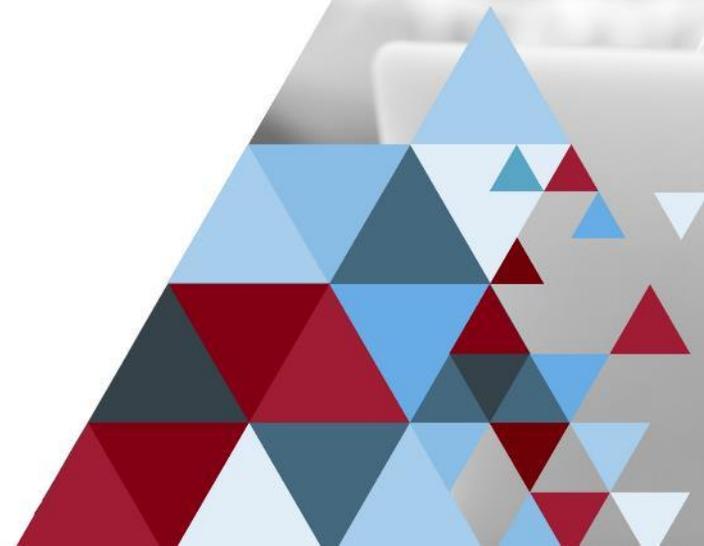
Don't be  
afraid to  
open up



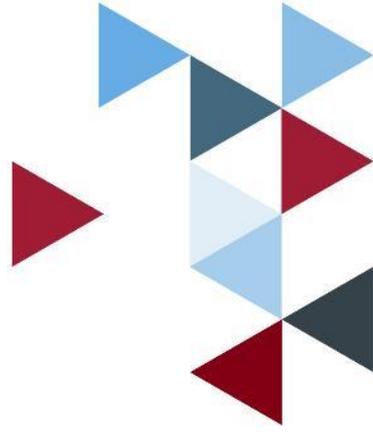
Help out with  
work-life  
balance

# Changing career goals

Explore new  
opportunities at any  
stage in your career.



# Assessing your marketability



Make choices based on long-term goals



Put your plan to a reality test



Skills are often transferable



# Assessing your marketability

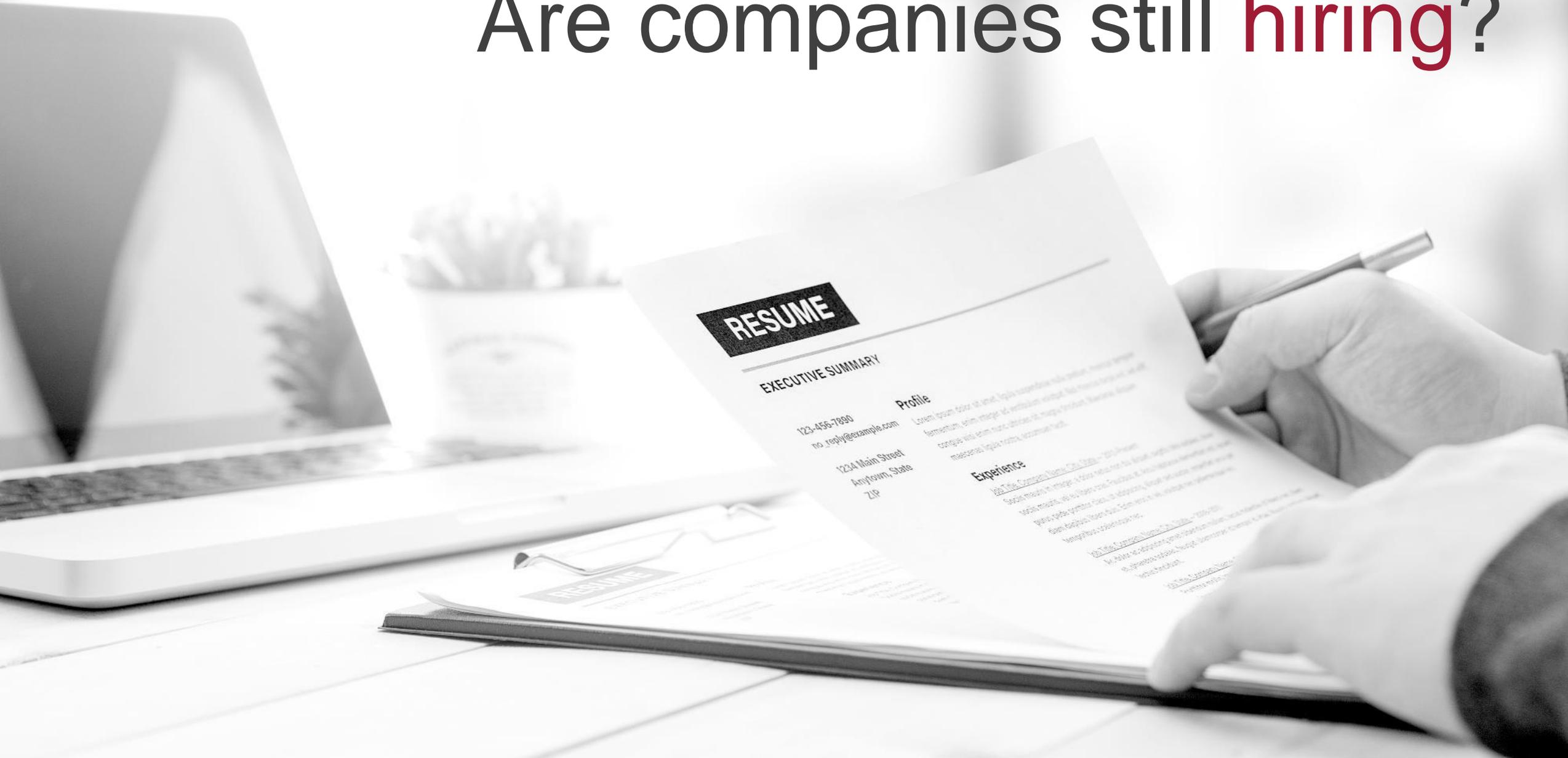
- ▶ Technical and soft skills can help you branch into new areas.
- ▶ Informational job interviews are different for now.





Use temporary positions to **sample various companies** and work environments.

# Are companies still **hiring**?



# Today's in-demand positions

- ▶ Business analyst
- ▶ Controller
- ▶ Cost accountant
- ▶ Call center manager
- ▶ Claims processor
- ▶ Executive assistant
- ▶ Medical executive assistant
- ▶ Mortgage assistant
- ▶ Patient services specialist
- ▶ Digital strategist
- ▶ E-commerce marketing manager
- ▶ Front-end web developer
- ▶ Marketing analytics specialist
- ▶ SEO/SEM specialist
- ▶ UX/UI designer
- ▶ UX researcher
- ▶ Cloud architects
- ▶ Cybersecurity and data privacy experts
- ▶ Data analytics and reporting professionals
- ▶ Data scientists
- ▶ Developers (database, full-stack, web, software, mobile)
- ▶ Engineers (cloud, data, DevOps, network security, software)

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# Employers are worried about losing top people like you.



**88%** of senior managers surveyed said they are **worried** about their company's ability to **retain valued staff**, with **47%** being **very worried**.

# POLLING QUESTION

**Has your company added new benefits or perks since the beginning of the COVID-19 pandemic?**

- Yes
- No





**Q&A**

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