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A highly effective career success strategy built around "Find a need and fill it."

Task 5:
Resolve Your Employment Obstacles

Note: All underlined words are hyperlinks to Internet websites and will only function when viewing this document on your computer.

Life is full of obstacles! There may exist some obstacles that could prevent you from securing employment at your target employers. If this is the case for you and if you don't first determine how best to deal with these obstacles, then you may face a brick wall should they occur when applying for employment.

Remember…

There's no way to avoid all the obstacles that life will put in front of you as you attempt to secure employment. However, while you can't avoid them all, you can reduce the impact of those that do present themselves by learning how to go under, above or around them!

Objective

The objective of this guide is to help you identify those obstacles that are likely to stand in your way of securing employment, and then develop strategies for overcoming each obstacle.

Materials needed

- CS29 (the document that you are reading now)
- CS30 (My Employment Obstacles and Solutions)
- A willingness to seek help (solutions to your obstacles) and the courage to apply those solutions when necessary!

Internal vs. external obstacles

There exist two categories of obstacles that may appear before you as you seek employment: Internal and external obstacles.

An **internal** obstacle is one that has been created by you or specifically centers around you. Examples include:

- Low self-esteem
- Negative thinking
- Low motivation or drive
- Lack of knowledge or skill

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- Age (thinking you're too young or too old)
- Ethnicity (feeling that you're of the wrong race)

An **external** obstacle is one that is created by some force external to you. Examples include:

- Discrimination by others
- Location (the job you want does not exist where you prefer to live)
- Financial (you can't afford the training you need)
- Emotional support (your family does not support your career aspirations)
- The needs of others (your elderly parents need your help thus reducing the time you can devote to achieving your career goals)

These forces have the power to prevent you from securing employment unless you take steps to prevent them from happening or neutralize their impact should they occur. *Many well talented and qualified people have failed to achieve their employment goals because they failed to address their obstacles.*

The power for change is within you!

Any discussion of overcoming obstacles must first begin with the premise that you are willing to identify, accept, and - to the best of your ability - resolve your obstacles. To do otherwise will only allow your obstacles to become complete barriers! It's a choice that only you can make.

Before you begin, keep the following in mind:

You may not be able to avoid or resolve every obstacle put in front of you. Life simply doesn't work that way! Solve the ones that you can and for those that you can't, move on.

Resolving some obstacles may take time, even a long time. In some cases you may find a resolution quickly – others may take longer. You may find that even after completing the entire *CareerSMARTZ* program you're still working on resolving some obstacles.

Don't quit when the going gets tough! You owe it to your future to stay the course when battling obstacles. *Trust me, the feeling of pride and accomplishment that comes from trying will always be greater than the feeling you'll get from quitting.*

So, how should you proceed? We suggest you follow the following 5 steps (plan):

1. First, Identify the obstacles that you're likely to face.
2. Next, define known solutions.
3. Next, find additional help.

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4.   Next, develop a response for each obstacle.

5.   Finally, when necessary, put your responses into action!

Just follow the steps below to complete this guide:

1.   Identify the obstacles that you are likely to face.

Obtain a blank copy of CS30 (My Employment Obstacles and Solutions).

Note the list of possible obstacles. From our research and experience we have identified these factors as obstacles typically encountered by people when trying to secure employment.

Review the list and check those obstacles that you believe ARE MOST LIKELY TO PREVENT YOU from securing employment at your target employers.

Do this now.

2.   Define your own solutions.

For some of the items that you checked, you may already know what solutions are necessary. For those items, define the solution to the right of each obstacle.

Do this now.

3.   Find additional help.

For those obstacles where you have no known solution, your next step is to find help. There are many resources where you can find help! Where to look depends upon the nature of the obstacle that you're facing. Since there are over 50 obstacles on our list on CS30, it is impossible for me to list a solution source for each obstacle. ***Therefore, you must take the lead here and seek out solutions.***

That being said, here's a list of typical resources, people, and places that you are encouraged to use to find help solving your obstacles:

- People you know
- Google search
- High school Guidance Office
- College Career Center, Financial Aid Office, or Counseling Office
- Chamber of Commerce
- Charitable organizations (Salvation Army, etc.) See Yellow Pages

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- Social Services (see Yellow Pages)
- Church or synagogue
- Libraries (local and online)
- www.211.org (find local resources anywhere in US and Canada)
- Local Police Department
- Federal, State, and County Government Offices
- Yellow Pages (local in print and online)
- Local counseling services (see Yellow Pages)
- Community Support Groups and Clubs
- Free legal services

The above list represents people who are in the business of helping people – most of the time at no cost to you. ***The key to success is to call as many resources and search the Internet as long as needed until you find your solutions.***

Remember…

Ask, and it shall be given you,
Seek, and you shall find;
Knock, and it shall be opened to you.
For whoever asks, receives;
And he who seeks, finds;
And to him who knocks, the door is opened.

Matthew 7:7-8

Start your search for solutions now, and keep at it until you find solutions.

Do this now.

4. Define a response to each obstacle. As you discover a solution to an obstacle, record the details of that solution on the appropriate line on CS30.

5. If and when an obstacle presents itself, put your solution into action.

What's your next step?

Move on to Task 6: CS31 (Apply for Employment) to learn how to apply for employment at each of your target employers.

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Need more help? Visit the Contact US page at www.CareerSMARTZ.com.