

HOW TO AVOID CAREER PITFALLS

Failing Pre-employment Testing

If you were putting together a team, you would want teammates to be assets and not liabilities. Companies are no different and that is why they conduct drug tests and background checks on new hires. Background checks can include criminal and driving history. For positions that handle money, credit checks are common. Evidence found during these checks raises concerns and job offers many times are taken back. Some positions require 'fitness for duty' tests which can include physical ability tests and health screenings.

Questionable Material on Social Networking Sites

It is there for the world to see ...especially if you are tagged in a picture and don't know it. Digital evidence, once out, ends up in various places some of which you may not be aware of. More companies today are doing these kinds of informal checks. It truly is a small world and word/data travels very fast.

Lack of Integrity, Teamwork and Interpersonal Skills

It is rare that an employee is fired for not being competent at the core skills of their job (accounting, engineering). They were trained to do their job and understand how to perform it. However, a person lacking in integrity, teamwork and interpersonal skills will cause themselves problems.... many of which can destroy a career or hinder their ability to progress.

Inappropriate Internet/Electronic Communication Usage at Work

People every day lose jobs due to poor decisions made around the online content they view at work, and unprofessional conversations they have through texts, instant messaging and email they share with others. Companies monitor the use of their networks and their devices, even Wi-Fi. Try explaining that when questions arise as to why you lost your job. The truth has a way of coming out sooner rather than later.

DO THE MATH: Someone loses a job offer on a failed background check. Offer was for \$50k to start add in bonuses, pay raises, promotions and retirement and take into a count a 30-year career...a person would stand to lose \$2-3 million dollars. Was the bad decision worth that much?

REMINDER: It takes a lifetime to build your character, and it only takes one bad mistake to lose it forever. The decisions you make today will affect your future.

