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'BOSS, I WANT TO COME BACK'

Going back to a former employer may be as complicated as trying to get back into a relationship



When negotiating to return, don't say something like: "I thought a big company would have a lot of good perks, but I couldn't fit in." - *Bloomberg Newspic*

them that you are an asset. How do you ensure that you stand a better chance of returning to your former fold?

● **Have a valid explanation**

Be careful with your choice of words. Don't say something like: "They pay more, that's why I wanted to go," or "I thought a big and famous company would have a lot of good perks, but I couldn't fit in."

The honest approach can put you in a more favourable light. But it is advisable to generalise your reason for leaving and focus on your reason for wanting to return.

You could say, for example: "I wanted to see where that direction would take me, but I realised this company provides me with what I truly want in a career. It's the best place for me to nurture my skills."

● **Reinstate your value with the company**

Remind your employers why you are worth it. One edge you have is your familiarity with the company's processes, philosophy and culture, as well as your job scope and know-how.

● **Don't burn bridges**

It pays to maintain good relations at all times. It doesn't matter if you crossed swords with your

boss or colleagues before. It will prove wiser to mend all wounds, resolve all conflicts and leave on a good note. There is no conceivable way in which maintaining good relations will lead to

unfavourable circumstances.

Besides, networking opens you up to the possibility of collaborations, acquiring leads and sharing industry information, just to name a few.

● **Word-of-mouth advantage**

Call an influential buddy at your former workplace and sit him down for coffee. Update yourself with company news, express your wish to return and ask him to do a little PR on your behalf.

If he puts in a good word for you, half the battle is won. Take note that your contact should be one who has enough presence in the company to be heard if you want to get the attention of the person who matters.

● **The virtue of commitment**

Your approach should be carefully deliberated. Having worked there before, you should use your knowledge of the company to your advantage.

Engineer your strategy to target what the company sees as important and in line with their general directions.

Once you have made the decision you believe is right, stick by it firmly and career fulfilment will invariably follow.

Wherever you decide to commit your career progression to, remember that the best relationships are those built upon mutual growth. - *Source: ST/ANN*

■ **Article by Ms Annie Yap, chief executive officer, The GMP Group.**

YOU may have jumped ship for a better salary or a brighter career path. But in just over a week in your new role, you realise that the prospect of the new job is not rosier. Unfortunately, this is not a situation that is easy to remedy.

MAKING THE RIGHT DECISION

It is prudent to think hard before going back to your old job. The grass will always be greener on the other side for those who are fickle, unfocused and rash.

What attracted you to this new job in the first place? If you have only just started work at your new company, it could be that you have not adjusted properly to the new environment.

It is not uncommon to take more than a few weeks to get comfortable with a new status quo. Take some time to try out the shoes, then evaluate if you still find them a mismatch.

Think long-term. Company benefits are important in keeping employees motivated and productive.

But between a job that offers unlimited gym access and spa retreats, and a job in a smaller company that has opportunities to take part in fresh ventures, which would look better on your resumé?

You need a progression plan and an eye to recognise which job is more beneficial to you. The bottom line is to be informed and sure.

If you prefer your old job, it should be because you had a better shot at being somebody there.

COMING FULL CIRCLE

You have decided that your previous job outweighs the new one. Your negotiation to return will not be like your first interview with the company.

You are no longer selling your talent; you are trying to convince

Tips How to organise a junk drawer

No matter how tidy a person you are, everybody has a junk drawer in their house. If your junk drawer is out of control and hard to shut because of "stuff" popping out of the top, don't worry - there is hope for an organised junk drawer.

- Completely empty the junk drawer and put everything on the counter.
- Sort through all of the stuff from the junk drawer and put different items in their own pile. For example, put rubber bands in one section, paper clips in another and continue till you're done.
- If you find an item you can't identify, set it to the side. Then ask your

family to help figure out what it is and then decide if you really need it or not. If you don't need it, throw it away.

- Use items from around your house to keep in the junk drawer to help keep the sorted items from mixing with other items. Some examples are ice cube trays, little disposable cups, drawer dividers, or little boxes. Place the organising tools in the junk drawer.
- Put the junk drawer items that you want to keep in their new separate and organised homes. This will ensure that your junk drawer will stay neat by keeping everything in its place.



Use little boxes to keep your items. - *Filepic*

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