

**For Immediate Release**  
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## **BE THE ONE THEY NEED: SIX RULES TO SAVE YOUR JOB DURING THE RECESSION**

Chicago, IL – March 18, 2009 – In today’s economy, it is no longer a shock to hear of thousands of employee layoffs from a single company, even on a daily basis. Times like these require a call to action on behalf of all employees to take personal ownership of their job security. Based on recent research conducted by HR Solutions, Inc., six rules have been formulated for workers seeking to ensure that their job will not be the one that is cut.

**#1: Take Control of Your Job Situation:** According to HR Solutions, only 44 percent of those surveyed disagreed or strongly disagreed that much of their job effort is **not** productive because of things in the organization over which they have no control. Although it is natural for organizations to experience challenges in communication or management, the threat of layoffs makes it important for employees to take charge of their own work, even in the face of setbacks. If a problem arises that absolutely hinders productivity, employees should approach their manager with constructive suggestions for change. Resist the urge to “pass the buck” of blame for inefficiencies, and instead take positive action to personally solve the problem.

**#2: Be Innovative:** Just 53 percent of those surveyed by HR Solutions answered favorably when asked if their organization makes the best use of new work methods and technological advances. Furthermore, only 27 percent recognized and agreed that their department had not taken advantage of potential cost-saving opportunities. There is no better way in today’s economy to make your voice heard than to initiate innovative solutions towards positive change. Effective budgeting solutions go beyond the simple recommendation to cut or downsize a program. Rather, they scrutinize the processes already in place to determine a compelling and actionable plan to streamline the current method. Such an undertaking will not only garner recognition within the organization, it may also serve to save the company valuable time and money, preventing the need for layoffs.

**#3: Give What You Expect to Receive:** Treat the Manager/Employee rapport as a two-way street. Remember that no healthy relationship rests on a one-way pillar of communication: you must be willing to give back to the organization just as much as you expect it to provide to you. Get to

know your Senior Leadership by asking them questions or attending public meetings. Demonstrate your willingness to learn by asking for performance feedback or requesting a career-planning meeting. Then, ensure that you make use of this advice by developing a personal action plan for success and share it with your manager. The devotion revealed by such an undertaking will set you apart from your co-workers, and convince management that you are an indispensable asset to the overall mission of the organization.

#4: Engage Yourself: Taking steps to cement your place as a “stand-out” employee doesn’t have to be hard. Come in early, help your co-workers, offer to volunteer for unassigned projects – these just a few of many *easy* moves you can make to ensure your job security. But remember, don’t offer your services simply to be seen and heard more around the office. Your boss will easily be able to identify genuine work from results that are careless – so really put your *all* into the projects that bear your name. Refuse to accept mediocrity, because those who do *exactly* what is required of them will never stand out in the crowd. It is those who go above and beyond that will be remembered – and who will be saved if there comes a time for layoffs.

#5: Don’t Focus on Pay: HR Solutions found that only 40 percent of those surveyed scored favorably on questions related to Pay Satisfaction. While pay negotiations certainly have their time and place, it is important to remember the value of simply having a job in today’s economy. Thinking of those less fortunate makes it easier to forgo a pay raise, particularly when it may mean saving co-workers’ jobs. Some employees have even chosen *pay-cuts* over layoffs.

#6: Remember that Survivors Think Like Fighters: This is perhaps the most important tip for surviving the economic recession. Employees who believe in the value of their job should be able to prove it. Never has it been more crucial to live by the old business rule of “making yourself indispensable.” Staying engaged by welcoming every project and assignment with vitality and innovation shows commitment to the organization, and will ultimately help ensure job security.

HR Solutions’ Normative Database is comprised of over 2.2 million respondents from 2,100 organizations across various industries; all surveyed by HR Solutions, Inc.

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**About HR Solutions, Inc.:** Noted for its comprehensive research and actionable data, HR Solutions, Inc. is an international Human Capital Management Consulting firm located in Chicago, IL, specializing in Employee Engagement and Exit Survey design, implementation, and results. For more information, please visit [www.hrsolutionsinc.com](http://www.hrsolutionsinc.com), or call 312-863-6131.