

## Climb Your Company's Career Ladder for Success

Have you thought about earning more and growing your skills at work for other positions but don't know where to start?

### What is Career

**Laddering?** A career ladder is a structured sequence of job positions through which a person advances in a company. Career ladders encourage, recognize, and reward capable employees.

**Do you have what it takes?** If you are interested in advancing:

- ◆ You need a period of time where you have demonstrated good performance, regular attendance and the ability to work well with co-workers. Doing well in your current position is the first place to start.
- ◆ Have discussions with your supervisor or HR about positions that could open up and your desire to grow into these positions.
- ◆ Meet with your Success Coach to develop solutions to challenges at home



and work that make it difficult to do your job well. If you have good job performance, but need additional training to move up, they can help you apply for programs.

### Career Laddering

**success.** An employee approached Success Coach, Kelli Adams (Southwest Michigan ERN) to receive help with a promotion. The employee was struggling to pass a certain portion of the assessment. With the Success Coach's community connections, the employee soon began tutoring in the specific area of need at no cost. Weeks later the employee was thrilled to report that she had passed the test and would now be eligible for the promotion.

### Why is Career Laddering important to your company?

Success Coaches are not only able to assist employees directly, but are also able to aid companies in the design of Career Laddering. "Having a Career Laddering path in place can contribute to staff retention as well as a well-trained workforce," said Kelli. "Progression from an entry level position to higher levels of pay, skill and responsibility strengthens the company as a whole. In addition, when a company has career ladders in place, they are showing their employees that they are valued."

**Southwest Michigan Employer Resource Network Kalamazoo & Battle Creek**

### Our goal...

Creating access and resources for employee success at work and in life.

### Member Companies

- ◆ Bronson Healthcare Group
- ◆ Heritage Community of Kalamazoo
- ◆ Impact Label
- ◆ KRESA

### Strategic Partners

- ◆ Calhoun DHHS
- ◆ Kalsee Credit Union
- ◆ Michigan ERN
- ◆ Omni Credit Union
- ◆ WE Upjohn Institute

**Don't think about why you can't do it - just do it!** Sometimes the obstacles in our path can stop us from achieving our dreams. Often times we all just need a bit of guidance and connection to the right resources. Your Success Coach is available every step of the way - reach out today. Sources: Michigan ERN; [verywell.com](http://verywell.com)

**Karen Sheerin, Success Coach**  
Karen@ERNSuccessCoach.com  
269-719-5698 (cell)

### Battle Creek

#### Bronson Battle Creek

300 North Ave, Battle Creek 49017

◆ Monday: 7:30AM-4:00PM

### Kalamazoo County

#### Bronson Healthcare Group

601 John St, Kalamazoo 49007

◆ Services on Site: call for appt.

#### Heritage Community Kalamazoo

2400 Portage St, Kalamazoo 49001

◆ Tuesday: 8:00AM-12:00PM

#### Impact Label

8875 Krum Ave, Galesburg 49503

◆ Thursday: 8:00AM-12:00PM

#### KRESA

WoodsEdge Learning Center:  
1501 E Milham Ave, Portage 49002

◆ Wednesday: 7:30AM-11:30AM

#### Head Start:

422 E South St, Kalamazoo 49007

◆ Wednesday: 8:00AM-12:00PM

\*Headstart alternating Wednesdays;  
other locations available on request

### Walk-in Welcome

Call, email or text for appointments.  
Off-site meeting locations available.  
Request additional times if needed.

[www.ern-mi.com](http://www.ern-mi.com)

### Philosopher's Square

"Celebrate your life, live it. Real happiness lies in gratitude, so be grateful, be alive..live every moment."

~ Muniba Mazari

## Don't Break the Bank! Holiday Spending Tips

When you see the holidays coming around, do you feel a bit of financial panic?

**Success Coach advice.** Success Coach, Jennifer DeGrandchamp (Livingston ERN) finds herself providing financial guidance at this time of year especially. "I often hear, 'I don't have enough money for holiday gifts for my family,'" said Jennifer. "I try to remind employees the true meaning of the Holiday Season. Children will remember the special times that you had together, not all of the gifts that they received." Jennifer gives these tips for helping employees stay within a budget for gift giving:

**Be strategic about gifts.** Allow one gift each person wants from Santa, and then a few gifts for items they need such as clothing.

**Think outside the box for shopping.** Go to local mom to mom sales, resale shops, use coupons and shop sale sites on social media. Often times items can be purchased new or barely used at discounted prices.

**Be creative with stockings.** Another idea is to have Santa only do stockings. Parents buy gifts for each other, and kids buy for each other with a spending amount of \$25 per person or less.

**Consider homemade gifts.** Start now by looking on Pinterest or other sources for gifts that demonstrate your unique talents and the love you can communicate to your family. Cut out any unnecessary expenses at this time, save change, and plan ahead.

Source: Michigan ERN

## Coping With Holiday Stress and Depression

Don't let depression or anxiety stop you from enjoying life, succeeding at work, or achieving your dreams. The holidays bring added stress. Try to prevent the buildup of these feelings: **Acknowledge feelings.** It's normal to feel sadness and grief. It's OK to take time to cry or express your feelings. **Reach out.** If you feel lonely or isolated, seek out community, religious or other social events. **Set aside differences.** Try to accept family members and friends as they are, even if they don't live up to all of your expectations.

**Plan ahead.** Set aside specific days for shopping, baking, visiting friends, and other holiday activities.

**Seek professional help.** You may find yourself feeling persistently sad or anxious, unable to sleep or focus, and irritable or hopeless. Your Success Coach can provide a confidential counseling referral to meet your needs.

**Success Coach assistance.** Success Coach, April Hall (Southwest Michigan ERN) has recently provided a number of counseling referrals for employees. She also gave them the advice to take time for themselves. "I ask employees what hobbies or exercise they enjoy doing that might relieve their stress," said April. One employee in particular started running again and began seeing a counselor through her referral. With follow-up calls, April is hearing positive results and a reduction in stress for these employees at work and at home. Sources: Michigan ERN; MayoClinic.org