

July 2022



## Courage Before Confidence

Have you ever told yourself, “When I feel more confident, I will [look for a new job, go back to school, change careers or start a business]” and then waited for a day that has yet to come? If so, you’re not alone. So many of us think that we need self-confidence before we can begin to take the steps necessary to reach our goals. However, the truth of the matter is this: You gain confidence by taking action, by stepping outside of your comfort zone and by doing those very things that you might find uncomfortable or scary such as:

- ◇ Applying for jobs
- ◇ Taking classes to upgrade your skills
- ◇ Creating your resume and other marketing materials
- ◇ Attending networking events
- ◇ Talking to people about their occupations or businesses
- ◇ Showing up for interviews
- ◇ Reaching out to others for information and assistance



Stepping outside of your comfort zone and doing the thing that you are afraid to do requires COURAGE. We need courage to do something new, to try something when the outcome is unknown, to risk rejection, embarrassment, or failure. We need courage to feel uncomfortable long enough to develop a sense of competence. And it is from that sense of competence that we gain our self-confidence.

It is not easy to step outside of your comfort zone. Yet, there are some things you can do to make it less daunting. For example, you can ask yourself what the risk is if you do act. If you apply for a job and you don’t get it, you really haven’t lost anything. You can decide to learn from the experience and move on to the next opportunity. If you have fears about attending a networking event, take a colleague or friend with you. You can prepare and practice for interviews. If an interview doesn’t go well, learn from it and change your approach next time. If you ask someone for help and they are unable to help you, ask someone else.

It takes courage to act despite your fears and trepidations. Give yourself permission to feel afraid and make the decision to act anyway. Begin by taking small, baby steps towards your goals. You will find that as you begin to do the things you thought you could not do, odds are your confidence will grow.

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*“It always seems impossible  
until it’s done.”*

*- Nelson Mandela*

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## The Benefits of Temporary Work

If you have been out of the workforce for a while, you may feel as though you are caught in a catch-22: you need experience to get a job, but you cannot get experience without a job. One solution may be to work as a temporary employee through a staffing agency.

Temporary (“temp”) staffing agencies find workers for companies that need people to fill in on a short-term basis. The company pays a flat hourly rate to the temp agency, which issues a paycheck to the temporary employee and handles all the payroll withholding and benefits. There are no “placement fees” involved. Temporary assignments can be days, weeks or months long.



Temporary workers are an increasing segment of the US workforce according to the Bureau of Labor Statistics. In fact, the demand for temporary workers is expected to increase 7.4% for the second quarter of 2022 (Palmer Forecast) making this an ideal time to apply.

### Gain Exposure

Temporary roles are found in a variety of settings, from Fortune 500 companies to nonprofits to locally owned businesses, across a number of industries including finance services, real estate, healthcare, manufacturing, hospitality and more. This gives you the opportunity to experience different company cultures and allows you to see what you prefer as an employee. Do you thrive in a fast-paced environment? Do you enjoy sitting at a desk? Do you like working with the public? Do you prefer a large or small company atmosphere? This exposure can help you decide on what types of companies you wish to target for your permanent job search or even a future career.

### Learn New Skills

If you are rejoining the workforce after a long absence, temping can be a great way for you to gain recent experience and build towards a long-term career. Temping enables you to learn new skills or brush up on older skills, both of which can increase your value to potential employers. Temping can also offer you an opportunity to put newly learned skills into practice. For example, to update your skills for the bookkeeping or accounting fields you could take a QuickBooks class at CCM this fall. And because QuickBooks is used by about 95% of small businesses in the U.S., staffing firms will likely have assignments where you put your newfound knowledge into practice. In fact, a combination of classwork and on-the-job experience is the ideal way to build your resume.

### Build Your Network

Temping gives you the chance to build your network of professional contacts. Being in a professional setting will give you a chance to make val-

uable connections with managers and permanent workers, who can then refer you for jobs, in and out of their company. If you have performed well at your assignment, your supervisor may be happy to serve as an employer reference for you, helping you to land your next job.

### Find Work Quickly

A search for a permanent role typically takes 5 to 6 months. If you need to start earning income sooner than that, taking on a temporary role is a far quicker process than getting a permanent position.

### Enjoy Flexibility

Temping can offer you more flexibility and control over not only your schedule, but also over what roles you decide to take on. You can choose to work certain contracts that fit with your goals, interests and geographic requirements. Keep in mind that most temp jobs are 40 hours a week while they last, but when your assignment is over, you can take some time off if you'd like. Just be sure to maintain enough interest and availability to keep the staffing agency interested in working with you.

### Fill Employment Gaps

Some people are reluctant to take on temporary work, even when unemployed, thinking that temp work may not look good on their resume. But in reality, temporary assignments are great for filling the spaces between long-term roles and showing that you remained motivated during your search. If you have been out of the workforce for a long time, it demonstrates your readiness and commitment to returning to full time work.

## The Benefits of Temporary Work Continued

### Transition to Permanent Employment

Temping gives you a chance to get your foot in the door with a company and to let them see you shine! If you prove to be a reliable worker, hiring managers at that company will be more likely to consider you when an internal position opens up. After all, businesses would rather hire someone they know can do the work and already like, rather than go through a costly and time-consuming hiring process to find someone they now have to train. Another advantage is if you get an offer, you'll already know if the company is a fit for you long-term.

### How to Get Started in Temping

You can start by contacting an agency and sending them your resume. One of their recruiters will meet with you to discuss your skills, availability and types of roles for which you would be suited. Some of their jobs are purely temporary (weeks or months), some are temp to perm (if you perform well you may be offered a permanent job after a certain number of months), or they may be direct hire (permanent jobs).

If the agency has an opportunity that is a potential fit, they will send your resume to the employer who may wish to meet with you first, depending on the job. Recruiters will help prepare you by providing you with information about the company and the people you would be meeting with. They can also offer you feedback after an interview. You are not obligated to take any assignments that the agency suggests or offers to you.

It is best to stay in touch with agencies every few weeks to let them know you are still available. Being flexible and open is the key to success in temping! Three local agencies The Women's Center has worked with successfully are [Jersey Staffing Solutions](#), [Tandym Group](#), formerly The [ExecuSearch Group](#) and [TeleSearch Staffing Solutions](#) but there are many others in Morris County; you may wish to look for one that specializes in your industry.



## A "Temp to Perm" Success Story



Marisol Giraldo is a single mother of four, including a newborn baby, who had been out of the workforce for two years after taking time off to be a full-time caregiver for her children. She came to The Women's Center because she was unsure about how to manage her employment

gap as she looked to re-enter the job market. She said she "lacked confidence" and "felt unprepared for interviews". After several months of job searching, The Women's Center referred Marisol to several staffing firms, suggesting they might have some administrative job opportunities for her.

When asked what made her decide to try "temping", Marisol answered, "The benefits of gaining access to multiple employers and jobs that could match with my skills and experience. Also, I thought it might provide an opportunity for permanent employment."

Marisol was quickly placed in a position with the County of Morris, covering for someone's mater

nity leave. Marisol's role was Accounts Payable Assistant; she answered phones, sorted and distributed mail, tracked cash receipts, audited and processed vouchers, performed filing, and prepared billing reports.

During the six months she was in this temporary position, Marisol had the opportunity to interview for four permanent jobs in different departments within the County offices. In May, she was offered a full time job with the Board of Elections starting in June. She happily accepted this role because "it is a good opportunity to get good benefits for my family, develop more skills, build my professional network and move forward in my career" said Marisol.

Marisol's advice to others who might be considering temp work: "If you were out of your field for a long period or need to gain experience then temporary work is a good start to advance professionally."

Please join us in congratulating Marisol and wishing her happiness in her new job!

## I Need Help



Have you been feeling overwhelmed and finding it hard to cope with your emotions? We all go through times where we feel overwhelmed, depressed, anxious and angry and can use coping skills to manage and work through those feelings and tough days. But sometimes what has helped us in the past is no longer working. You might feel hopeless or so anxious that it is hard to manage your day-to-day life. Maybe you noticed that you are crying much easier, more often and can't calm yourself down. If you notice that it is becoming harder and harder to cope with everyday living or you are using negative coping

skills like excessive drug or alcohol use, it might be time to make an appointment with a professional.

A mental health professional can help you learn new coping skills and help you work through your emotions or difficult situations. For many, counseling is short-term and focuses on what you need right now to help you feel more stable in your life. A mental health professional can also recommend a therapeutic group environment where you can have the support of people who may be working through similar experiences. Just as you would go to a physician for a physical ailment, a mental health professional can benefit your overall well-being.

When choosing a mental health professional, you want to make sure they are licensed or certified in their field. You can look up to verify their license or certifications with the New Jersey Division of Consumer Affairs. You will see if their license is active or there have been any complaints of misconduct. Here are some examples of licensed mental health professionals: Licensed Clinical Social Worker (LCSW), Licensed Professional Counselor (LPC), Licensed Marriage and Family Therapist (LMFT), Licensed Clinical Drug and Alcohol Counselor (LCDAC).

Below are some mental health referral lines that can get you connected to someone in your area. If you need additional resources, call 211 or contact The Women's Center.

The National Suicide Prevention Lifeline  
1-800-273-TALK (8255)

Web: <https://suicidepreventionlifeline.org/>

This is a 24-hour, toll-free, confidential suicide prevention hotline available to anyone in suicidal crisis or emotional distress. The Lifeline's national network of local crisis centers provides crisis counseling and mental health referrals day and night.

NJ MentalHealthCares

Phone: 1-866-202-HELP (4357)

Web: <https://www.njmentalhealthcares.org/>

Free and confidential, NJMentalHealthCares is New Jersey's behavioral health information and referral service. Behavioral care specialists are available from 8:00am to 8:00pm, Monday through Friday. They also offer help to people dealing with anxiety and worry related to the Novel Coronavirus (COVID-19) outbreak.

Mental Health Association of Essex & Morris

Phone: 973-334-3496 (Morris)

Web: <https://www.mhainspire.org/>

Highly qualified mental health professionals will provide compassionate, confidential linkages to services that can help you or a loved one.

SAMHSA

Substance Abuse and Mental Health Services Administration

Phone: 1-877-SAMHSA-7 (726-4727)

Web: <https://www.samhsa.gov/>

The Substance Abuse and Mental Health Services Administration (SAMHSA) is the agency within the U.S. Department of Health and Human Services to make substance use and mental disorder information, services, and research more accessible.

## Who Are Displaced Homemakers?

Individuals who have managed the household for several years and were financially supported by another's income. Due to divorce, separation, death or disability of a spouse/partner/loved one, they find themselves as the primary source of household income and must enter the paid workforce to become financially independent. Other situations may qualify as displaced homemakers.

**The services offered by The Women's Center are designed to assist Displaced Homemakers.**

**[Enroll Today!](#)**

## Legal Assistance Available

The Family Law Legal Program at The Women's Center focuses on issues involving family relationships such as marriage, divorce, and child custody. We can help you get the answers you are looking for; whether it's through a private consultation with a family law attorney, obtaining referrals, or attending our Divorce Workshop Series.

### Family Law Legal Clinic

The Family Law Legal Clinic provides a free 30-minute consultation with a volunteer family law attorney. A consultation can help you navigate the legal system and understand the options available to you. Please call us at 973-328-5025 or email [womenscenter@ccm.edu](mailto:womenscenter@ccm.edu) for more information or to schedule an appointment.

### Divorce Workshop Series

This series is a free informational workshop designed to educate individuals on the various components, elements, and aspects of the divorce process. Topics include the divorce process, choosing a lawyer, child support enforcement, completing legal forms, mediation, alimony, post-judgement relief and the financial aspects of divorce. Each two hour session is dedicated to a specific topic.

## Virtual Divorce Workshop

October 6, 2022 - November 17, 2022 | 7:00 - 9:00 PM

October 06, 2022 - The Divorce Application Process & Choosing a Lawyer:  
Domestic Violence

October 13, 2022 - Alternate Dispute Resolution (Mediation, Arbitration, and  
Negotiation) in Divorce; Collaborative Divorce

October 20 2022 - The Case Information Statement

October 27, 2022 - Custody and Parenting Time

November 03, 2022 - Equitable Distribution Alimony and Support Issues

November 10 2022 - Post Judgement Relief and Estate Planning

November 17, 2022 - Financial Aspects of Divorce

Follow us on [Facebook](#) and [LinkedIn](#) to find out how you can register for the workshop.

# Upcoming Events



Job Seekers Support Group (Virtual) July 19, 2022   10:30 AM - 12:00 PM
Job Seekers Support Group (CCM Campus) July 26, 2022   10:30 AM - 12:00 PM
Career Lab (CCM Campus) August 9, 2022   10:30 AM - 12:00 PM
Job Seekers Support Group (Virtual) August 16, 2022   10:30 AM - 12:00 PM
Job Seekers Support Group (CCM Campus) August 23, 2022   10:30 AM - 12:00 PM
Job Club Speaker Series (Virtual) September 6, 2022   10:30 AM - 12:00 PM
Career Lab (CCM Campus) September 13, 2022   10:30 AM - 12:00 PM
Financial Literacy Seminar (Virtual) September 19, 2022   Time TBD
Job Seekers Support Group (Virtual) September 20, 2022   10:30 AM - 12:00 PM
Job Seekers Support Group (CCM Campus) September 27, 2022   10:30 AM - 12:00 PM

**Career Lab** - Use time in the computer lab to work on your job search! You can use this opportunity to research companies, fill out your LinkedIn profile or write a cover letter. Employment Specialist Kathy Vincelette will be there to provide assistance.

**Job Seekers' Support Group** - Gain support for your job search journey with other participants from TWC. Job seekers discuss challenges and obstacles they face and offer peer support and feedback to one another in a judgement-free zone. In-person and virtual options monthly.

**Job Club Speaker Series** - Guest speakers are local career coaches who are experts in all aspects of job search. Topics vary monthly and range from speaking with confidence, to dealing with ageism to negotiating a job offer. Come and gain valuable industry knowledge - for free! Held virtually.