

80% of jobs are never advertised. They are filled through networking.

The question isn't "Are there jobs?" It's "Do you know the right people?"

Build relationships with professionals, attend industry events, and optimize your profile.

Dear professional, strive to work in enabling environments that foster your creativity. Don't just settle for only SALARY.

Balancing work, family, and studies is no joke, especially for graduate students, Let's help you off those stress. One DM is enough

Maximize your work experience and cultivate meaningful relationships with your colleagues.

I've heard people say that collegial relationships should be restricted to the workplace, but that perspective is limiting.

The people you work with today could be your future co-founders, business partners, investors, or key allies in your career. Never forget that!

Are you struggling to meet your assignment deadlines? Mindshift is here to help! We assist MSc & PhD students with their academic research. Leave a message

Employers decide within the first five minutes whether you're a good fit. From your handshake to your first words, you set the tone. This week, enter with confidence, greet with energy, and speak with clarity.

Education and degree matters only for your first job. Thereafter, it is skills, experience, and competence.

I help job seekers master salary negotiation so they can get paid what they're truly worth. I will help you negotiate like a pro.

Employability skills are not just for job seekers. They are equally essential for employees, business leaders, and entrepreneurs who want to remain relevant and competitive.

Understanding the company's culture and building strategic relationships are key to delivering early wins. Listen more, talk less. It's the fastest way to learn the unspoken rules. Observe before

acting. It helps you make informed decisions. Your first 90 days aren't just about proving yourself, they're about setting the foundation for long-term success.

EMPLOYERS ARE NOT JUST LOOKING FOR CERTIFICATES. They're searching for:

- ✓ Problem-solvers who tackle challenges head-on
- ✓ Team players who collaborate effectively
- ✓ Proactive thinkers who anticipate needs
- ✓ Results-driven individuals who deliver impact

Your degree is just the starting point. But to stand out, you need to bridge the gap between what you know and what employers need.

You don't have to graduate and start figuring things out the hard way. The job market is tough, but with the right knowledge, you can prepare yourself now and stand out

Top skills employers need from their employees:

- ☞ Critical thinking: Solve complex problems with ease
- ☞ Emotional intelligence: Navigate workplace dynamics like a pro
- ☞ Digital skills: Stay relevant in today's tech-driven world
- ☞ Adaptability: Thrive in changing environments
- ☞ Effective communication: Influence and inspire others

In today's competitive job market, having a degree isn't enough. The right skills set you apart.

Over the years, I've observed that many professionals fall into the trap of lifestyle inflation; spending more as soon as they begin to earn more. A bigger income often leads to splurging on items and indulging in luxury experiences, without a solid financial plan. While these upgrades may bring temporary satisfaction, they delay your financial independence. By all means, SAVE! Don't be too quick to show off with the additional income. Use it to prepare for your long-term financial goals.

Interview Mistakes That Cost You the Job:

- ⊗ Rambling instead of giving clear responses
- ⊗ Walking into an interview without researching the company
- ⊗ Failing to ask (intelligent) questions that show your interest
- ⊗ Dressing inappropriately for the company culture

Every interview is an opportunity to sell yourself. Are you presenting the best version of yourself?

Be ready to answer naysayers either with silence or a fitting response. But don't ever answer them by listening to, and doing what they suggest.

Common Job Search Mistakes

Applying to 100 jobs with the same CV and no positive feedback? Sounds like a solid strategy for staying unemployed.

- ✗ Using the same CV for every job
- ✗ Not leveraging your social presence to attract recruiters
- ✗ Going into interviews unprepared
- ✗ Applying online without building a network

I've seen many job seekers make these mistakes, sending out countless applications and wondering why they're not getting results. Make these changes below and move from frustration to results by positioning them for the right opportunities:

- ✓ A well-optimized CV that highlights your value
- ✓ A profile that attracts recruiters
- ✓ Interview preparation that builds confidence
- ✓ Networking that opens hidden opportunities

PS: A smart job search is targeted and strategic.

I've seen this pattern repeatedly; job seekers applying blindly, hoping something sticks, only to end up frustrated. But when they apply the right job search strategy, the results speak for themselves.

A scattered job search leads to frustration while a strategic job search leads to results.

Our world is filled with 'wannabes' and 'should-becomes' that never became. Don't contribute to that statistics.

The moment a job offer is tied to a financial transaction; pack your belongings and run away. An employer demanding payment from a candidate at any stage of the hiring process is a clear sign of a job scam. Don't be deceived by their promises of international employment or travel opportunities. Legitimate companies do not require you to pay for visa processing, training, or placement services in the name of employment.

NOW THAT YOU ARE A GRADUATE : As we continue to produce graduates in geometric progression year after year, my primary concern remains: the labor market is not expanding at the same rate. There's one thing you must understand as you sign out; no one owes you a dime anymore. Not your parents, not your uncles, not the government. No more monthly allowances, no more exaggerated school expenses, I mean nothing. Instead, you owe yourself a great deal. And lest I forget, you also owe us too. You owe us the strength to stand and uphold the values you have cultivated. You owe us a standard worth emulating; a standard that proves you can achieve everything you desire through legitimate means. You owe us a model, a pattern, and an example for those coming after you. Your debt is heavy, but let's get straight to the real business of the day. Many people live with the false perception that the government owes them something. But if we critically examine this belief, we will see that only poor nations think this way. Every country we admire today thrives on capitalism.

Capitalism is not built on government handouts but on individual enterprise. Yes, the government has a role to play in supporting businesses and innovation, but I need you to take responsibility for your own life, with or without the government. Achievers make history; failures make excuses. You are powerful beyond school; take full responsibility for your life.

Many Nigerians are unaware of the vital role the Nigerian Industrial Court plays in defending employees' rights. This court exists to address and mitigate instances of unfair treatment by employers. Employees have legal avenues to seek justice when treated unfairly.

Unlike large corporations with well-structured compensation packages, Small and Medium Enterprises (SMEs) operate differently.

They contribute about 48% of Nigeria's GDP and employ 84% of the workforce, yet many lack the systems to support fair compensation. Here's the truth:

- Most SMEs don't have functional HR departments.
- If they do, the HR teams are often unskilled or biased.
- Raises and reviews are often reactive, inconsistent, or far below what you deserve.

Waiting for your boss to notice your value and increase your salary is a gamble. And in many cases, that wait can stretch for years, only to result in a disappointing increase. This is why I will keep saying that "negotiation is your personal responsibility". You must learn how to:

- ✓ Advocate for your worth.
- ✓ Justify your contributions with facts.
- ✓ Confidently secure the compensation you deserve.

Be intentional about your volunteering activities; they can open doors to opportunities you might not expect. Do you know Your CV is your first impression to potential employers? Your CV reflects your personal brand and career story. Remember, you are a brand. A strong CV can lead to interviews, networking opportunities, and job offers, and acting as the gateway to achieving your career goals. Hiring managers typically spend only a few seconds scanning each CV. A professional CV with a clean layout, clear headings, and concise content can capture their attention and encourage them to read further. Investing time and effort into crafting an impressive CV can significantly boost your chances of landing your dream job. Be more intentional about the CV you send out.

When making competitive applications, do not use (I repeat) Generative AI tools except for editing purposes. AI should be viewed as a tool to assist in writing, not as a substitute for human creativity and expertise. Additionally, it's important to remember that other applicants also have access to these tools. To stand in a crowd of applicants, use human-generated content. When needed, seek the help of professionals. If you need to use AI-generated content, then you must review and refine it to ensure accuracy and quality.

In the rush to secure a job, it is easy to overlook the warning signals, but doing so often leads to disappointment and dissatisfaction later on. I have seen and heard numerous stories of regret. Don't be a victim. Learn to Spot the Job Red Flags.

Diligence is a transferable skill. Running a successful enterprise requires the same diligence and commitment that you used/neglected while working for someone else. When you observe employees who later became business owners, you will see that their achievements are often the result of years of consistent effort, discipline, and a willingness to go above and beyond. This is why I often tell professionals to "Go the extra mile not because of their bosses or even overtime compensations, but for the bright and rewarding future ahead of you". Every extra effort you put in today is an investment in your personal growth and professional excellence tomorrow.

Productivity is not measured by the number of work hours but by the quality of your outcomes. As we enter December, let this principle guide your focus. Use your time wisely, not just to work, but to connect with loved ones, celebrate progress, and prepare for a strong start.

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Being an employee does not make you "inferior" to your employer. Don't let anyone look down on you. Both the employer and employees depend on one another, and each brings unique value to the business. Don't let anyone diminish your significant contribution as an employee. You're playing a relevant role in helping your organization to achieve her goals. In the words of Paul the Apostle, magnify your office.

Believe me, anything is possible. You can make that career switch. Don't let fear or sentiments hold you back. Let me guide you through the transition.

Whether you're starting a new role or seeking a raise, knowing how to confidently articulate your value is key to financial success. My goal is to empower YOU to demand what you are worth, without hesitation or fear.

Dear Professional, you must learn how to set the right limits to preserve your influence and foster a culture of trust.

When negotiating for a higher salary, it's crucial to avoid focusing on the efforts to be expended; that's the 'wrongest' strategy in negotiating. Instead, your negotiation should center on the value you bring to the table—the results you've delivered, your expertise, and how you can impact the company's growth. Employers are paying you for the results, not hard work. Therefore, it is your responsibility to show them how your experience and past successes make you indispensable. And most importantly, frame your request in terms of the return on investment (ROI) they'll get from your contribution.

It's easy to be lured by perks like free lunches or 13th month salary. Beware of interviewers who focus more on these “extras” than on the actual job responsibilities, growth opportunities, or company values, it may suggest a cover up of deeper problems. Don't get me wrong. While the side benefits are nice, they don't replace job satisfaction or a healthy work environment. Don't jump on the offer only to find yourself disillusioned when reality sets in and you're left with an unfulfilling role. You can spot the signs before you accept the offer.

The worst mistake you can make is accepting a job offer at an organization without a structured pay scale. Many professionals in the private sector are silently enduring this reality; years on the job without significant salary increase. In my book, "Spotting the Signs," I listed some red flags that too many job seekers overlook—signs that could cost you years of underpayment and professional frustration. Imagine working hard for years only to discover that new employees are earning as much, or even more, than you. The book will teach you how to identify organizations that value your growth and ensure you're never a victim of unfair pay practices. From personal experience, I have noticed that firstborns find it more natural to send money to their siblings in need than to spend it on themselves. That is saviour complex. I understand the place of love and sacrifice but please don't do so at the expense of your needs. You need to be pampered too.

When writing your CV, never include your NYSC program as part of your education.

Many criticize 9-5 jobs, claiming they have no time to pursue dreams.

However, consider this: even with 9 hours dedicated to work daily, you still have 15 hours each day for personal pursuits. Over a year, that totals to 2080 hours, alongside 104 weekends and at least 12 holidays. These ample hours offer significant opportunities to chase your dreams, if you prioritize them.

If your boss hasn't fired you yet, it's because they still value your contributions. You need to speak up and demand what you deserve. Your skills and efforts are indispensable, so make sure you're recognized for them. By all means, refuse to be underpaid.