



Exclusive Edition For Hiring Managers,
Recruitment Consultants and Human
Resource Managers



Why hard work alone won't advance your career

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Introduction

Hard work alone is not the ultimate solution for your career growth. Let's find out as we explore why you should focus on other things besides working hard.

What's inside this eBook

- Analyze people
- The power of words
- Soft skills
- The interest of others
- Resist Badmouthing
- About Mindsoft



Learn to analyze people

First things first, human resource is all about managing people and analyzing them. And, to analyze people, body language plays an important role.

One of the easiest ways to analyze other people is to look at their body language. How a person holds themselves, moves, and even speaks can tell you a lot about them. Everyone has plenty of variation between their mannerisms, and there's no exact way to tell what makes up a person. There are still many similar indications among groups of people that can give you a deep insight into how someone functions.

But analyzing people is not easy because it starts with becoming aware of your own body language. In order to understand and attempt to overcome the enigma that is body language, you have to be hyper-aware.

Every person is different, and sometimes, how one person holds their body has a different meaning than someone who stands the same way. There are plenty of ways that a person's body language differs, so it's important to remember that not everything about a certain body movement is 100% true for every person.

"Eye contact is one of the biggest clues you can use to determine how someone truly is. It's important to become aware of your own use of eye contact as well because it gives others clues about your personality and true nature. Maintaining eye contact is important to let a person know that you're interested in what they're saying and that they have your full attention.





Eye contact can also be overused, however, and let people know that you're trying too hard to convince them that you're listening. Too much eye contact can sometimes intimidate others as well, so if you notice that a person is getting nervous because of the amount of eye contact you're having with them, change it up every now and then.

Pupil dilation can be a direct indication that a person is interested in what you're saying.



Learn the power of words

You, because, free, instantly, and new, these are the most powerful words in the English language. “You,” is an important word, because people love hearing about themselves. Listen to a 1-3-year-old talk next time you’re around them. “Me,” and “mine,” are likely going to be a huge part of their vocabulary. It might even be the first word most people learn!

“Because,” is an important word, because many people are looking for an explanation. In a world with so many curiosities and possibilities, we can feel overwhelmed with how little we know. Humans are obsessed with labels, and most people like to know the reason behind something. When they hear the word “because,” their brain kicks on and becomes more alert, waiting for the explanation they’re so desperately seeking.



Learn the soft skills

Soft skills such as compassion and empathy drive hard skills such as programming, operations, and design to a rare effectiveness.

Does the hard-skilled manager who sits in lofty obscurity lording over his reports trump the hard-skilled manager who walks among his people, who is known, seen, and respected by his people? While the former might win some success by forcing his hand for a time, his influence is fatally flawed because his power is not bestowed on him by his people. His influence is only a veneer of leverage with a short shelf life.



Learn to know the interest of others

You must become genuinely interested in others before you can ever expect anyone to be interested in you. We like people who like us. So to be liked, you must exhibit admiration for the things others do and say.

Many have argued that people no longer have much interest in others. The “me” focus dominates how we think, act, and communicate. Yet you have so many opportunities to stay connected, to learn more, to show your interest. Changing how you spend just a small portion of each day can dramatically change how others perceive your level of interest in them.

Instead of spending each day refining your digital media, spend time relating to your friends, colleagues, and clients. Post brief, admiring notes. Interact with them and discover what problems you might help solve or what pursuits you might help promote; we are all driven by pain and pleasure, so such prospects exist in every person. When you are sincere in your endeavours to connect with others, chances are always higher that a meaningful connection will occur. Progressive, mutually beneficial collaboration is then possible. And today, genuine connection and collaboration can quickly become infectious.





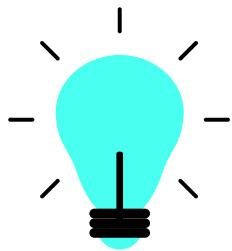
Learn to resist badmouthing

Resist badmouthing as a differentiation strategy. Its long-term effect is far more harmful than helpful. In a global economy, you never know when your greatest competitor will become your greatest collaborator.

*Competition is healthy and should be respected.
Collaboration is critical and should be protected.*

About Mindsoft

We are a dynamic search and select consultancy and have specialized in recruiting and training employees for businesses across multiple industries. We aim to monetize by putting the needs of our clients first.



95 out of 100 people have full trust on our attention to detail and technical expertise



97 out of 100 people said that we understood their hiring needs and match the expectations.

Learn more at www.mindsoftindia.com
or email at info@mindsoftindia.com

What clients say about us



"Very proactive approach in meeting timelines and quality"

• • •

"We're delighted to trust the Mindsoft team as they did tremendous work and closed critical positions in just a month time."

• • •

"Superb experience and supportive team."

