## Farmington Observer

INSIDE: Employment listings

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## Accounting And Finance Hiring Firm

By Sheryl Bilver, Carcer Source Accounting and finance professionals can hoc forward to another quarter of strong demand for their akils. That conclusion comes from the most recent quarterly survey of 1400 whief financial officers (FOO) nationwide con-ducted by California-headquartered Robert Half International, Inc. an international stafing firm. According to the survey, for the second consecutive quarter, the CFOs polled per projecting a net 11 percent increase in tho ining of accounting and finance professionals. Commenting on the survey results, Ma Massmer, chairman and CEO of Robert Half and finance personnel to Gaeilitate future growth. As the conomy continues to thrivo and inflation is held at buy, firms are follow-ingtone in the charlogy. Recruiting firms that gencilize in placing orgen the type of hiring strength revealed by the survey in their clients' atoffing needs. Tom recent, manging partner for the Auffing Acad.

Careers

of Source Finance, says, "It's a great time to caccounting and finance professional from a surface of the second second second second second mail, medium and large companies alike." According to Frech, demand is so strong it's det to multiple offers for to candidates and improved compensation. It's also produced an incretisent second second second second second the to multiple offers for to candidates and improved compensation. It's also produced an incretisent second second second second the to multiple offers for the second second the to multiple offers for the second second the transformed second second second the transformed second second second the second second second second the second second second second second the commodificate and second second the second second second second second the commodifies than other. The demand for these with tax and audit experience is still second second second second second second they setting," asys Frech. "Were also second second second second second second second second they second second second second second second they second second

high demand for accounting and finance pro-fessionals with strong information technology (IT) skills, people with strengths in certain industries or with certain software packages at the implementation level.

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primary motivator. "I think opportunity more than money motivates people to change" says Ruffini. "They're either looking for an opportu-nity in a leading edge industry like telecom-munications, or an opportunity to move up the bedge."

industries or with cortain software packages at the implementation level. The action of the product of the pro

Work Wise<sup>®</sup>: Gain Confidence on the Job

UPUCC By Mildred L Culp, Passage Media Aro you missing out on professional opportu-nities because of pors self-enfidence? Then teach yourself to become more self-anfidence? Then teach your job well; get Keeblack from your supervisor, set and acknowledge guals; and internalize the good things people close to you say about you. Consider the fact that limited self-enfidence may be endemic in today's workplace. The International Survey Research Corporation (ISR) analyzed the confidence factor among more than two million Americans, finding that the 20 percent of people warried about losing, their jobs in 1990 grew to 46 percent in 1995 believed that performing well at work would assure job continuity (ell to 49 percent 1996) 34 percent of workers who were anxious about their compa-fy future jumped to 55 percent in 1995 the 61 percent who, in 1990 considered their compa-late, although in both years, 64 percent found their departments well-managed.

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from performing as you could, and you know that the problem isn't your company, don't assume that your carb procurse is to run to a thermpiet or an employee assistant officer. Instead, set small goals and conquer them, then notice what you've scomplished. 5. Internalize what your fan club easy about you. Your fan club consists of supportive family members, friends and co-workers. ignoring what they say or refusing to accept it because they relationships more.

You can increase your self assurance by devel-oping accurate perspective on the workplace at large, performing at the highest level, seeking out your supervisor comments on your work, setting and internalizing goals, and believing the assessment of your work by people you trust. Your growing confidence will become you.

Dr. Mildred Culp, author of Be WorkWise: Retooling Your Work for the 21st Century, is a syndicated columnist and radio commentator.





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