



CAREER  
ANGELS

CAREER ADVICE & SUPPORT FOR  
EXECUTIVES AROUND THE WORLD.

7 years ago, we decided to make “this” a place for experienced managers and executives who were looking for a job. In the meantime it has become much more than that: **we’ve earned the trust to serve as sounding boards, strategic partners and confidants.** I know I speak on behalf of the entire team when I say: **it is a pleasure and an honor to be allowed to work with the European top management.**

2018 allowed us to further strengthen our presence as **competent, reliable, effective partners in outplacement services**, as well as trainers and lecturers, i.a. for the G/E/MBA students and alumni of selected **business schools in i.a. Vienna, Brussels, Mannheim or Milan.**

**Without an equally fantastic team** ([click to meet us](#)) **“this” would not have been possible.** We work very hard on improving and maintaining our quality standards. Thank you for your commitment and continuous effort!



A big thank you to everyone who has contributed to our and our clients' success.

Thank you.

**Sandra Bichl**  
Founder



**OUR COMMENTARY ON THE 2018 RESULTS**

One number that this year's statistics do not reflect is the proportion of **clients who were looking for a job vs. clients who were NOT looking for a job. 26% (!)** of our clients approached us for services and advice in the area of:

- **personal branding** & visibility
- **career path design** & review of competencies
- strategic positioning & **networking**.

These numbers confirm our observations from the previous years: experienced managers & executives are **indeed becoming more and more aware**.

**See last page for more info.**

Other **noteworthy differences between 2017 and 2018**:

- 6% more completed tasks for our clients
- 41% more delivered LinkedIn Reports
- 12% more career consultations
- 23% more clients from the age group: 46-55 years.



**We are very proud that over 1300 (!) professionals** from various industries at different stages of their career joined **43 (!)** of our **lectures, webinars and workshops**.

It was a true pleasure to interact with (Global / Executive) MBA students and alumni, as well as HR professionals across **Austria, Belgium, Italy, Poland, Germany...** actually globally as the webinars were **truly international!**

We also launched a **series of confidential meetings** with and for experienced managers and executives who have “accepted the challenge” of maneuvering the **VUCA** (volatile, uncertain, complex, ambiguous) **job market**. The format: special guest appearances, lectures, workshops, panels, case studies. **Here [more](#) to join!**

Click [here](#) to read about all events we've had in 2018.

**PLANS FOR 2019**

**Research project with and for expat spouses**

It has been our personal experience, and professional observation that **+1s start with a desire to find a job / professional activity**, but then give up / indefinitely postpone for a variety of reasons.

We'd like to fully **understand the influencing forces**, in order to be able to better / more effectively support expat spouses. Career Angels has, therefore, **started cooperating with a researcher** – the wonderful Uta Shimada!

More details: [here](#).  
If you'd like to receive the final report,  
Email us: [Plus1@CareerAngels.eu](mailto:Plus1@CareerAngels.eu)



**Supporting DiAZ** (Doświadczeni i Aktywni Zawodowo / Experienced and Professionally Active)

As part of our **CSR activity**, we have decided to support twelve experienced managers who:

- live in **Warsaw**
- are **50 or older** and
- have **not been able to find a job**.

Check out the details [here](#).

Do you represent a company? Join **#HireCompetenciesNotAge**  
Email us: [DiAZ@CareerAngels.eu](mailto:DiAZ@CareerAngels.eu)

**Brad Pitt**  
(55, aktywny zawodowo)  
rynku pracy?

**Julianne Moore**  
(58, aktywna zawodowo)  
rynku pracy?

**Antonio Banderas**  
(57, aktywny zawodowo)  
rynku pracy?

**SELECTED JOB HUNTERS BY COUNTRY / REGION OF ORIGIN**

<b>Austria</b>	France	Netherlands	} local regional level global
Baltic States	<b>Germany</b>	<b>Poland</b>	
<b>Belgium</b>	Greece	Portugal	
Brazil	Hungary	Russia	
Canada	India	<b>Switzerland</b>	
Croatia	Ireland	UK	
<b>Denmark</b>	<b>Italy</b>	Ukraine	

**AGE GROUPS**

Age Groups	56+	46 to 55	35 to 45	<34
	3%	47%	41%	9%

**OVERVIEW**

	2012	2013	2014	2015	2016	2017	2018	
<b>LEVEL</b>	66%	53%	66%	67%	70%	66%	63%	MB, MB -1
	18%	31%	19%	29%	23%	25%	26%	Managers (10+ years of experience)
	16%	16%	15%	4%	7%	9%	11%	Professionals

**EFFECT**

	2012	2013	2014	2015	2016	2017	2018	
	62%	67%	61%	83%	63%	73%	67%	Found a job
	26%	19%	32%	13%	29%	15%	26%	Decided not to change
	13%	14%	7%	4%	8%	12%	7%	Set up a company

**SOURCE**

	2012	2013	2014	2015	2016	2017	2018	
	54%	79%	48%	50%	35%	39%	59%	Speculative Introduction
	28%	14%	26%	20%	22%	28%	24%	Networking
	18%	7%	26%	30%	31%	23%	14%	Executive Search Firms
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**LEVEL**

**63% of our clients are members of a management board** (locally or internationally) or report to one. One fourth are experienced managers with at least 10 years of experience.

**EFFECT**

**67% found a satisfying job, 26% decided not to change**, usually despite having job offers. **7% of our clients decided to set up their own company.**

**SOURCE OF ACCEPTED JOB OFFERS**

Please note that this data relates to **accepted job offers – not all job offers**. We have also *excluded* the source of accepted job offers by professionals and junior managers. Worth mentioning: **for 3<sup>rd</sup> time our experienced clients have accepted enough job offers generated by online job ads, especially LinkedIn, to become statistically relevant.**

**WHY DATA IS MORE IMPORTANT NOW THAN EVER**

We don't solely rely on our HR / recruitment experience that we have accumulated over our careers, which for some of us is even 15 or more years. **What worked 17, 9 or even 5 years ago, will very likely not work anymore.** Because **the market is VUCA** – it changes very quickly.

**We collect data on our own.** Thanks to i) us handling the entire job hunting-related correspondence of selected clients and ii) clients voluntarily sharing all of their meticulously tracked **job hunting statistics** we know:  
 - **response rate**  
 - **interview rate**  
 - **offer rate.**

We use **scientific research from Decision Dynamics**. We test **new tools & methods** on ourselves and test clients.

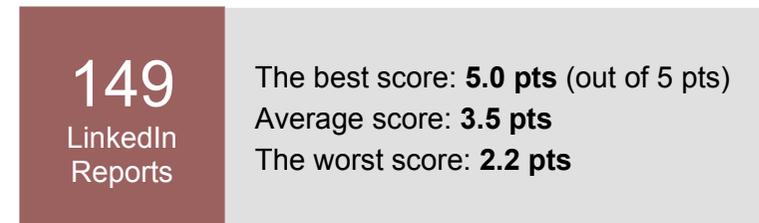
When accepting **career advice, verify the source**, validity and accuracy of the data they are basing it on.

**MORE NUMBERS**



It was again one of the busiest years with:

- 522 prepared CV Reports.
- 494 conducted Career Consultations.
- **2584 completed tasks** for our clients.
- **more than 80 interview simulations.**



**SCOPE OF COOPERATION**



**66%** of our clients delegated or outsourced up to 20 hours to us. E.g. research, CV preparation, interview simulation, general support & advice.

**11%** sought support during 20-30 hours. As above, just more.

**10%** **chose to sit back and wait for phone calls.** That means that we do everything, incl. inbox and calendar management. The only thing the client has to do themselves: attend interviews.

**13%** decided to look for a job through the Independent Job Hunter Program.

**FOR YOUR FRIENDS**

Do you have friends that are managers with at least 10 years of experience who might need our support or help? Do they have an **average LinkedIn profile**? Maybe their **CV** has a lot of **mistakes**? Or maybe they've been **complaining a lot about their job**? Tell them to email Bichl.Sandra (at) CareerAngels.eu for one of the below options:



**FOR YOUR COMPANY**

**Restructuring**, structure flattening or other changes ahead? **Redundancies**? Ask your company for a Managerial Placement that is (way) better than traditional outplacement. Check out why:



**FOR YOU!**

Last, but not least: **you!** One of the main observations we've made in 2018 is that experienced managers have become more aware: of themselves, their careers and the overall job market.

Here you'll find resources that can support executives at **every stage of their career management**. Simply click on the boxes!

If you have **concrete questions** or simply need a **confidential sounding board**, email:  
 - your Career Angel or  
 - **Bichl.Sandra@CareerAngels.eu**

<p><b>The Perfect CV</b></p> <p><b>Get inspired!</b></p>	<p><b>Job Hunting Director</b></p> <p><b>Educate yourself!</b></p>	<p><b>The Perfect CV</b></p> <p><b>Step by step</b></p>	<p><b>Love.CareerAngels.eu</b></p> <p><b>Have some &lt;3!</b></p>
<p><b>Hidden Job Market</b></p> <p><b>Access offers!</b></p>	<p><b>LinkedIn</b></p> <p><b>Follow us!</b></p>	<p><b>Read our blog</b></p> <p><b>Stay up to date!</b></p>	<p><b>Join us!</b></p> <p><b>We are always looking for</b></p> <p><b>Career Angels &amp; Mini Angels</b></p>

EVERYTHING YOU NEED TO KNOW ABOUT MANAGING YOUR CAREER

What influences how we manage our careers?  
 Why do we **choose one offer over another**?  
 Is it really bad to stay **12 years at the same company**?  
 Should we denounce people who change **jobs frequently**?  
 What about buying into the **rat race**?  
 Does it make you happy to climb the **corporate ladder**?

You really prefer **atmosphere & people** over money & prestige?  
 They call you **immature for not choosing** a serious path?  
 Your main driver is **self-development**?  
 Do you catch yourself thinking, "**I hate managing people!**"?  
 I'm 42 years old. **It's too late to change** anything.  
 Frustration kicks in when there's **too much routine**?

Answer the following two questions honestly:

**How would you define a successful career?**

If everything was possible, **how would your most satisfying and fulfilling career path look like?**

**64%** of the respondents would answer both questions (almost) **identically**, whereas **36%** would give two slightly or completely **different answers**. This information comes from Decision Dynamics, a company that has been collecting and analyzing data on i.a. people's careers for over 40 years. **What else does the research tell us?**

- 1) There's a "**brain-level**" and a "**heart-level**" response
- 2) There are **common patterns**

**Decision Dynamics' Career Model** consists of four main Career Concepts or views of an ideal career:



**The Expert** Career Concept is the most stable and historically dominant view of a successful career as being a **lifelong commitment to a profession** with which one identifies. Success means to be the best, i.e. the expert in one's area.

By now you should have realized that everybody's definition of a successful career is equally wrong as it's right. There simply is no one right answer. **Different things make different people happy.**



**The Linear** Career Concept is instead focused on **rapid movement upward** the "corporate ladder". Success is measured in the level one has reached, which can be translated in responsibility, power and influence.

We really, really hope that you are not among the **36%**, but if there's a slight chance that you are, talk to a certified Career Angel.



**The Spiral** Career Concept is a less traditional view where one rather discovers one's career through **periodic (5-10 years) lateral changes of occupational fields**. Success means frequent opportunities to widen one's competence base and get new experiences.

You'll receive:

- an online questionnaire
- a report showing the differences between the career path you've chosen and the one that motivates you the most
- a comprehensive feedforward session that you'll leave with concrete next steps



**The Transitory** Career Concept is the **most change-oriented** and least conventional view, even to the extent that many consider it as not even a career. The more different and frequent the changes, the better.

If you are interested in receiving an offer or more information, please contact **Bichl.Sandra@CareerAngels.eu**.

**Please note that this model can also be applied throughout an entire organization for better candidate, role and culture fitting.**