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NEXT STEP

THE GAME OF SWIVEL CHAIRS

Lessons in office politics from Game of Thrones

Office politics is here to stay. But whether you're a self-proclaimed pacifist-cum do-gooder or a ruthless social climber on the rise, office politics doesn't have to be militant. In fact, making the most of connections and getting things done even when you're pressed for resources are of the utmost importance when it comes to your performance in the workplace. If you're frustrated with the office politics in your cubicle, where better to learn a thing or two than from the televised epitome of subterfuge and self-serving intentions—Game of Thrones.

1. Get in the game

That's the first rule of office politics. Thing is, office politics will affect you, whether you want to get involved or not. It's not about getting your hands dirty, it's about not burying your head in the snow. Because sooner or later someone's going to pull an Alliser Thorne on you and you're going to be lying in the dirt wondering what you did wrong. Be on the lookout for anyone harbouring ill feelings towards you and try to find out what motivates others. Understanding the people around you is a talent that will prove useful on your way up.

2. Locate your organisation's Varys

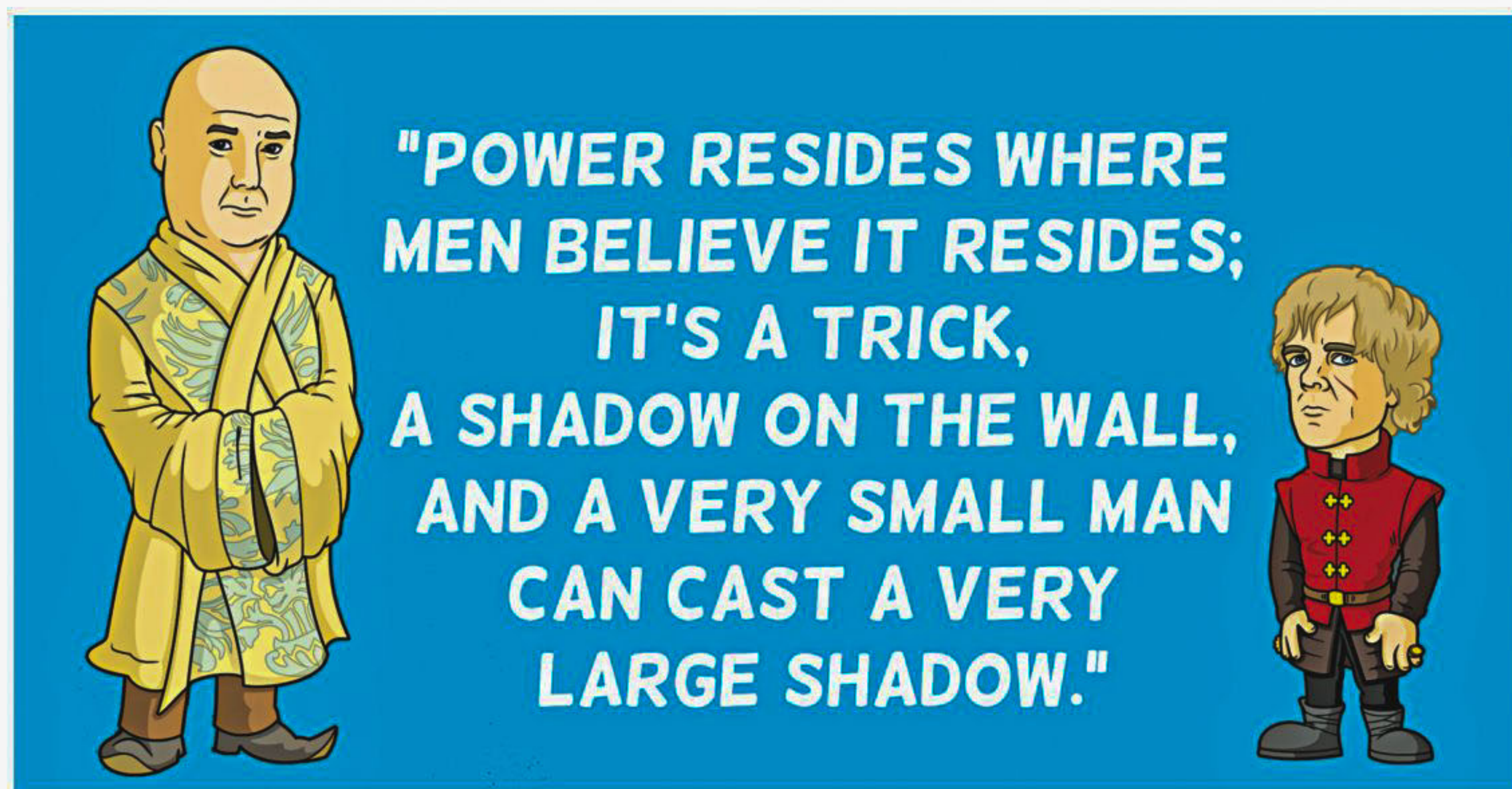
Things are hardly ever what they seem, the pecking order more so. There might be someone in middle management or even in an entry-level position who has informal power in the grand scheme of things. Their opinions and their work are valued and they have unlikely yet useful connections all over the place. Watch and learn. Pay close attention to who's pulling the strings behind the curtains and work towards getting into their good books.

3. Mingle with the masses

Before her fall from grace, Queen Margaery pretty much had her fingers in everybody's pie. She had the common folk, Sansa, Joffrey, Tommen, Renly, and her brother (amongst dozens other) eating out of the palm of her hand. Margaery had it figured it out. Observe who eats lunch with whom, which departments are on friendly terms, and make an entrance.

It shouldn't just be the big shots that you're eyeing. The friendship and respect of colleagues and regular employees are just as important, especially in times of inter-departmental collaboration.

But unlike Margaery who was an evil,



"POWER RESIDES WHERE MEN BELIEVE IT RESIDES; IT'S A TRICK, A SHADOW ON THE WALL, AND A VERY SMALL MAN CAN CAST A VERY LARGE SHADOW."

conniving, little princess, avoid empty compliments; use your network for the greater good, not self-promotion.

4. Avoid rumours

While this one's pretty obvious, Game of Thrones portrays some of the best examples of backbiting gone wrong. Unless you want vengeful co-workers on your tail the next time you screw up, don't gossip or spread unconfirmed information. It will also hamper your credibility in the office. So next time you're contemplating badmouthing a fellow employee, remember what they said about Littlefinger: "(he's) told so many lies, half-truths, distortions of the truth, and lies

of omission that it can be somewhat difficult to ever believe him."

5. Look at the bigger picture

As part of an organisation, your work activities are not limited to your job description or your personal objectives. At the end of the day, it's a team effort towards accomplishing the overarching organisational goal. If all of Westeros is burning in hell's fire, what good is it if you've become Warden of the North? If your organisation is in trouble, you're not going to succeed either. If you're asked for help, don't say no.

6. Mind your own business

Two words: Ned Stark. If you aren't already

acquainted with the drama and backstabbing that office politics (or politics in general) entails, beware. Things can get messy and toxic very quickly in a competitive workplace environment so learn how to dodge ugly situations. Don't get involved in every single battle in the office—pick ones that matter to you, not ones where you will be out of your depth and can possibly get you in trouble. You can't control everything and you shouldn't try to either.

7. Neutralise possible adversaries

It doesn't have to be you against the world. While you should actively work on making connections, try not to pick fights, no matter

how far you're pushed. You never know who's going to try to get back at you. Instead take the opportunity to sit down with colleagues you might've had differences with and discuss how you can work together. By redirecting everyone's focus to the organisation's best interests and goals, you'll develop a reputation as someone who can transcend petty interpersonal squabbles and just get the job done.

8. Separate the personal from the professional

In an ideal world, you left your feelings at the front gate, before you stepped into work. But you're going to lock horns with somebody somewhere down the path. And if not that, you're going to be humiliated or unfairly criticised or just hurt in general. Don't put yourself in a vulnerable position just because you took a rash decision in the heat of the moment (Oberyn Martell, anyone?). Stick to the facts and keep your cool. Because once it gets around that you're impossible to work with, you're not going to get that promotion you rightly deserve.

9. Don't be a cold-hearted zombie

In your noble attempts to avoid scuffles and trivialities, don't be cold towards your co-workers. Engage, lend a hand, stay back late once in a while. Thank the people you work with, have lunch with your colleagues from the next cubicle, or bring a treat to work. People will remember and you will always get the support you need.

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DEALING WITH UNEMPLOYMENT BLUES



Bangladesh today has around 74 thousand young boys and girls who are unemployed at the moment and unfortunately, they all have Master's degree from different Universities as stated in Prothom Alo on 9th April 2016). This enormous figure is really alarming for any job seeker. Unemployment is a serious situation which is feared by the vast majority of people. Not only can having to tell people about your jobless status be shameful and embarrassing, but without a regular source of income, the possibility of financial hardship can be difficult and can also bring an unwanted change to your lifestyle. Fortunately, there are some things you can do and resources you can take advantage of that will help you cope with this dreadful situation until you find your employment once again. This article will tell you what you need to know and what you need to do in an unemployment situation.

Get some exercise

Unemployment is very stressful and scary. Physical exercise can help relieve this stress and also act as the best anti-depressant for anyone in an unemployment situation.

Develop your skills

Job loss can be the perfect opportunity for anyone to upgrade their skills or even make a total career change. Enhancing your skill set can set you apart from others and may help you get employment in the future and even help you explore

other industry sectors in the job market.

Volunteer

Voluntary positions in different organisations can increase your knowledge, experience, enhance a weak resume and also provide you with valuable networking opportunities which can help you in your unemployment state.

Cut down on expenses

Nowadays, time is really tough. If you are unemployed, you need to think twice before making any extra expenses. It is not the time to enjoy family time in expensive restaurants to celebrate birthdays of your nearest one. The more control you have over your financial situation, the less prone to depression you'll be in the future.

Grow some hobbies

Leisure isn't a luxury for the rich and the lazy. There was a recent study which showed how active leisure (for four to five hours a week) protected people from experiencing stress and developing depression, anxiety, high blood pressure, and overeating problems. Growing some hobbies of your own can help you deal with unemployment in ways you have never even thought of before.

Network

These days networking has become very easy. Today, with Facebook, Twitter, and LinkedIn, you have got tons of contacts right there at your fingertips. These tools provide you

with valuable networking opportunities. You don't know who might be able to help you when you need a job and they may even help you increase your chances of getting the job.

Re-write your resume

The number one reason that people don't even get interviews in prospective jobs is that their resume does not match the job description. Every single job has its own identity and its own job description. Applicants need to read the requirement of the position carefully and rewrite their resume as per the requirement of the job. These days, one should have a couple of different variations of resumes to match the different jobs they are applying for.

Warm up

The primary reason that people do not get job offers after their interview is that they have not warmed up to the interview process. It takes around 3-4 interviews to get warmed up. After facing these interviews you will start to get offers. However, it is very normal to get depressed if you have been on 3 interviews and you have not received the job.

In conclusion, these tips are designed to help you stay mentally fit and feel optimistic. One of the best ways to start feeling better is simply to do something!

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Making a DIFFERENCE

Bangladesh is rapidly moving towards middle income status by 2021. Our businesses definitely offer immense opportunities for the growing economy and this diversity needs a stage for the stories untold. See Bangladesh make its mark on the global map as Making a Difference brings you our proudest success stories from across the country.

BRIDGING THE GAP BETWEEN CREATIVES AND MARKETING

Marketing and creative teams have been working closely together for decades now, but some things don't necessarily get easier with time. Inter-departmental collaboration always has its fair share of difficulties. So it does not come as a surprise that when content marketing site and data visualisation platform conducted a survey of 789 creatives and marketers, the most common words used to describe working together were frustrating and challenging. Their report includes detailed findings on the oft-turbulent creative-marketer relationship as well as advice for improving communication between the two groups.

When creatives were asked how proud they were of their work, 13% responded as being Extremely proud, 41% were Very proud, while 39% were proud. But it turns out that 44% marketers are only just Satisfied with their creative teams, with 17% Not very satisfied. Instead of turning it into a dead-end game of whodunit, here's what Visually found out

creative and marketing teams would like each other to know:

How marketers can improve

Less than 30% of creatives said that marketers are good at giving feedback on either clear, timely, or consistent bases. Marketers should check up on the design process so that they can constantly give feedback and work with the designers instead of dumping a herculean task upon them. Furthermore, 39% of creatives say it is very difficult to estimate the scope of projects and 24% say that marketers don't stay within the initial scope well. Marketers should properly define and control the scope of their project because either side's vision can exceed the ability to deliver. Marketers should also elaborate project briefs better because less than 23% of creatives think marketers do a good job of briefing projects clearly and only 18% think marketers do a good job sticking to it. Once again, it's a matter of expectation versus realistic ability. The two sides need to find a common

ground and the only way to achieve that is through greater communication.

How creatives can improve

Only 24% of marketers feel that their creative teams are well staffed. But while a lack of quality manpower is a reality that's hard to do anything about right away, transparency and briefing are two areas where creatives should actively try to improve. Less than 30% of marketers say that creatives are anticipating problems and a transparent process, while less than 40% say creatives do a good job of either following the creative brief or asking questions to understand it better. Creatives should learn to voice their concerns instead of leaving the final response to their output entirely up to fate. So designers, if you're not sure about where to put that big, pink swirl in your design, go bug the marketing gal/guy—it's her/his job to see this through as much as it yours!

AMIYA HALDER



COLLABORATIVE
EXCELLENT AVERAGE
DIFFICULT
FRUSTRATING
CHALLENGING
OKAY POSITIVE
REWARDING
PRODUCTIVE
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INCONSISTENT EFFICIENT
FUN