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## Career Life Balance

### Happy Halloween!

Welcome to [Career Life Balance!!!](#)

A growing community of resources for Sales, Marketing, Advertising and Creative professionals supporting your career life balance.

Offering companies and individuals coaching strategies for **Career** advancement, development, transition, maximizing performance and skill building for **Life's** everyday challenges.



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- Creating Career Life Balance When Your Company Won't Let You?
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#### Creating Career Life Balance When Your Company Won't Let You?

**BALANCE.** We all want balance in our lives. For some of us the balance scale may seem to be level, but others may see our scale as totally tipped in one direction. Ever been accused of being a workaholic, ignoring your kids, forgetting about family functions, or, even worse, (you awful person, you!) forgetting about your spouse's birthday/anniversary?

I know of a business owner who didn't even see the scale until his wife took the kids and left him. He thought he was spending all his time at work for his family. To me, anytime my scale is seriously out of balance, (it happens!) you want to change it before it's too late!

If you have people that care about your balance, and you

### About Coach DQ, CPCC

Dawn Quesnel, CPCC (Certified Professional Co-Active Coach), received her coaches training from the Coaches Training Institute (CTI), an ICF (International Coach Federation) accredited and world renowned program. She is a member of the ICF and continuously trains to develop her skills as a professional coach. Before becoming a Professional Coach, Dawn was an Executive Recruiter at two of Boston's premier agencies. She eventually opened her own recruitment firm, Executive Staffing Consultants. Her vast experiences in recruitment led to the knowledge that most

make the choice to do something about it, look at your life outside your career. You may see what a lot of Americans see: the scale is so far tipped in favor of Career that the weight of a personal Life is near zero. Most of us recognize this condition only after someone—usually our spouse—has pointed it out to us:

- **You don't see the kids enough**
- **Or, spend enough time with your significant other or spouse**
- **You can't accomplish the tasks around the house**
- **You can't remember the last time you and your mate went dancing, or even to the movies.**

### ***A trip to Chucky Cheese is not a night out.***

The real conundrum occurs when career demands are placed upon us by our companies to such an extent that any semblance of balance seems impossible. It can stem from, what seems like immutable laws, under the heading, "Expendable", in company colors: if you don't take the time to finish the work, regardless of any other circumstances—of your making or not--you'll be fired. Let's also add: if you want to climb your company's career ladder, 50-60 hours weekly is expected.

Before we lose sight of those who matter most to us, we consider this by looking at our careers as a means to an end, instead we look at our personal lives as the result of the career. In other words, we work to provide for our life and the lives of those who mean the most to us. As mentor once said to me, "No one on their deathbed ever lamented that they wished they spent more time at the office."

But how is it that, given the finite number of hours in our weekly lives, working 10-12 hours daily, plus trying to rectify any of the above failings our partners have pointed out to us, that some people actually manage to balance the scales between seemingly immovable career burdens and urgent family demands?

### **The short answer is Reality.**

Consider the top executives you know, or know of, who may make 10 times the number of decisions in a day than the average person makes in a week. How do they do it? They have made the choice to look at every action they do during any given day as a decision process: phone calls, business meetings, and items on extensive to-do lists. In fact, all the micro-decisions they face daily are dispatched based on an organization plan they've devised including delegating tasks to others to best suit their schedule.

people need help clarifying their career and their personal goals. Thus the launching of her successful coaching practice, Career Life Balance.

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[www.CareerLifeBalance.net](http://www.CareerLifeBalance.net)

*This newsletter is brought to you by Coach DQ - Dawn Quesnel, CPCC (Certified Professional Co-Active Coach), specializing in career advancement, career and life transitions, and time/stress management. My clients are professionals, small business owners, and individuals seeking more choices and more balance between their career and their life. They have found that their career affects their life, and their life affects their career: finding a balance isn't always easy. It's a choice. They choose coaching to help them live with more balance--as they define it. Balance doesn't mean the same for everyone. Balance for you could be taking your company to the next level, spending more time with your family, or taking the first step in pursuit of a more fulfilling life. Coaching can help you to clarify your goals and move through the obstacles that get in the way of living the life you truly wish for. **My promise is to bring an explosive energy that ignites that fire within you to help you kindle your ultimate brilliance.** Call me today for a personal, complimentary coaching consultation at 508-520-9933 or email me at [CoachDQ@careerlifebalance.net](mailto:CoachDQ@careerlifebalance.net)*

[More about Coach DQ...](#)

Their plan, however, has nothing to do with how tidy their desk looks, or how neat their files appear. It has everything to do with a clear vision of how they control their world around them in relation to accomplishing the tasks that will help them reach the goals that will make their careers thrive and their lives balanced.

It is the reality of knowing what they can and cannot control, and making decisions that support their choice in balancing their careers with their lives. What's your Reality?

#### Ask yourself:

- **What happens if I do only the action steps required to complete my tasks?**
- **What choices am I making with my time and my controllable decisions?**
- **Do I really know where my time goes during the day—have I logged it lately?**
- **What can I stop doing (and conversely) that will give me more time to complete my tasks?**
- **How would that affect the quality of my work life?**
- **Can I balance some time killers with some time producers and still complete the work?**
- **And, finally, what do I need to do to take the first step in this Reality Process?**

Try taking small steps first, acquiring habits happens most easily with small steps. Changing former habits is generally more productive, lasting and satisfying through measured increments.

Take a small first step and learn more on how working with a Career Life Coach can help you get there faster. Most top executives, and, increasingly, more mid-level managers, have relied on coaches to help them continue taking steps forward. We work with clients who mutually feel we are the right match for them, which is why we offer a complimentary coaching call, and there's never any obligation. **Contact Coach DQ 508-520-9933 to schedule a complimentary consultation.**

#### Looking for a new job? See Current Openings Below.

The listings below are brought to you by a trusted network of Executive Recruiters I've personally worked with over the past several years. Please send a copy of your [resume](#) with salary history and a brief description of your search criteria. The appropriate recruiter will contact you. No resume is presented without the candidate's approval, and all fees are paid by the employer.

#### Associate Creative Director - Interactive Boston to

## Quick Links...

### [FAQ's](#)

[I am interested in a complimentary coaching session.](#)

[Feel free to take a look at my past monthly columns.](#)

[Coaches Training Institute \(CTI\)](#)

[International Coach Federation \(ICF\)](#)

[Tired of not getting called back for the interview? Gearing up for the annual review? Need help figuring out your next career move? If you or someone you know can relate to any of these situations contact Coach DQ to schedule a complimentary coaching session today.](#)

[CareerLifeBalance.net coaches Sales, Advertising, Marketing and Creative Professionals with career advancement, life transitions and time/stress management. Dedicated to providing more resources to help you obtain a better balance!](#)

#### Join our mailing list!

**\$100K \*\*\*\*** Award-winning interactive agency seeks ACD to work on high-profile clients. Candidate must have an innovative sensibility and exceptional graphic design skills showcased within their online portfolio. You must be able to show award-winning work that pushes limits of creative. Hands-on mastery of Flash and other technologies a plus though not required. Must be able to present effectively and have previous experience leading interactive creative teams. Will relocate the right candidate. Please send your online portfolio link to [dawn@careerlifebalance.net](mailto:dawn@careerlifebalance.net)

**Senior Designer – Signing to \$70K plus bonus - Boston–South.** - Design of highly effective in-store signing and communications packages for brand standards, promotional events, product launches and seasonal promotions. Responsible for leading creative development process to accomplish project goals. Partner with Creative Managers, Creative Directors, Production and Account Services to satisfy business goals on key objectives. Coordinate plotting for sign approvals and partner with production team to ensure all final mechanical files meet expectations. 5- 7 years exp creative exp within Advertising/Marketing, min 2 years at a sr. design level. Must have exp in retail arena working with POS and packaging, Illustrator, PhotoShop and InDesign, capable of working in a fast paced environment and juggle multiples projects. **2 positions open; will relocate the right candidate.** Send resume to [David@careerlifebalance.net](mailto:David@careerlifebalance.net)

**Account Services Manager - Boston to \$65K** - Major consumer brand seeks advertising consultant to manage key internal client accounts and the execution of all Advertising programs. Facilitate the execution of advertising projects on time and on budget from inception to delivery. Reporting directly to the Director, Account Services, this position will also have dotted line accountability to their supported clients. Send resume and salary requirements to [dawn@careerlifebalance.net](mailto:dawn@careerlifebalance.net).

**Human Resources Director – NYC to \$150K** One of the industry's most awarded shops is looking for a Human Resources Director to help lead their organization to the next level. Spearhead the development of new strategic programs and HR processes to enhance performance. Industry experience preferred. Send resume to [Elizabeth@careerlifebalance.net](mailto:Elizabeth@careerlifebalance.net)

**Sage MAS 90, Sage MAS 200, Sage MAS 500 Implementation Consultant** Boston area Consulting Firm looking for Sage MAS 90, 200 or 500 Implementation Consultant to join our growing organization. Responsibilities will include software implementation, user training, on-site support and consulting - in a variety of industries. Skills/Experience Desired: - 2-3 years of hands-on experience with Sage MAS 90, 200 or 500 - Good

problem solver - Above average communication skills -  
Like dealing with people - Can juggle many concurrent  
tasks - Working knowledge of accounting Please send  
resume and salary requirements to  
[tfg@careerlifebalance.net](mailto:tfg@careerlifebalance.net)

**Busy Executive seeks Part-Time Creative Admin**

**Assistant – Foxboro, MA** Responsibilities include:  
Updating files, ensuring database accuracy, create and edit  
promotional documents, assist with preparation of  
workshop materials, execute mailings, respond to emails,  
and phone calls. Send resume to  
[dawn@careerlifebalance.net](mailto:dawn@careerlifebalance.net)

**Copywriter to \$70K - Boston.** Ad Agency seeks  
conceptual copywriter to work within a fast paced team  
responsible for partnering with Art Director to concept,  
Information Architects for UI, ability to juggle several  
campaigns at once. 5 years writing exp for digital media  
required; Illustrator, Photoshop, InDesign, GoLive and  
Flash a big plus. Previous Agency Experience required.  
Send resume and 3 online sample links or portfolio to  
[David@careerlifebalance.net](mailto:David@careerlifebalance.net)

**Channel Sales Managers - Boston, DC, NY, San  
Francisco** Growing Software firm seeks experienced  
Channel Sales Managers to develop and drive relationships  
with traditional and interactive advertising agencies. Send  
resume to [elizabeth@careerlifebalance.net](mailto:elizabeth@careerlifebalance.net)

**Network Engineer – Walpole, MA** Proficient with set up  
and configuration of work- stations, basic understanding of  
network operations, hardware & software upgrades.  
Responsible for fielding and managing ongoing technical  
support. Coordinate projects, prioritize, schedules, and  
plan work activity. Must have a strong aptitude for  
problem solving and troubleshooting. Responsible for  
establishing network users, have experience with  
installing, and upgrading user environments, directories,  
and security network protocols. Microsoft Certified a plus  
and at least 1 -2 years experience. Send resume and  
salary history to [PSmith @datasmithnetworks.com](mailto:PSmith@datasmithnetworks.com).

**Sales Manager, Security Software – NY and Chicago  
\$250K** Prestigious global security software firm is looking  
for Sales Directors to lead the sales organization to  
continued success. Send resumes to  
[elizabeth@careerlifebalance.net](mailto:elizabeth@careerlifebalance.net).

**Strategic Sales Executive – NorthEast \$200K** HR  
Consulting firms are seeking Account Executive to expand  
Fortune 500 client base by closing consulting  
engagements. Send resume to  
[elizabeth@careerlifebalance.net](mailto:elizabeth@careerlifebalance.net)

**Part Time Bookkeeper- Dedham, MA** - CPA firm seeks Part-Time Bookkeeper to work approximately 15-20 hours per week. Candidate must be familiar with Quickbooks. Contact Vida 781-326- 6411 or email [gene@taxjockey.com](mailto:gene@taxjockey.com). Gene Bresnahan 875 Providence Hwy., Dedham, MA 02026 tel: 781-326-6411 fax: 781-326-0558 [www.taxjockey.com](http://www.taxjockey.com)

**Senior & Principal Organizational Development Consultants \$150K** -Rapidly growing Management and HR Consulting firms are looking for senior and principal level OD consultants in New Jersey and New York. Send resume to [elizabeth@careerlifebalance.net](mailto:elizabeth@careerlifebalance.net)

**Major Account Managers - \$150K** -Leading Global Printing Solutions Company is looking for experience sales professionals in New York, Connecticut, New Jersey and Washington DC areas. Send Resume to [elizabeth@careerlifebalance.net](mailto:elizabeth@careerlifebalance.net)

e-mail: [coachdq@careerlifebalance.net](mailto:coachdq@careerlifebalance.net)  
phone: 508-520-9933  
web: <http://www.careerlifebalance.net>

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