



About Quality Search & Who We Are

ESTABLISHED IN 1981

Ever since *Quality Search* first began in business back in November of 1981, we have concentrated on serving the needs of our applicants and clients in the Packaging Engineering arena. Having conducted over 5,000 searches for many of the Fortune 500-1,000 Companies, and placed over 600 qualified applicants, we have become the premier contingency search and recruiting firm in the Packaging area! With nearly 60 years of combined, reputable, recruiting expertise, our knowledgeable and experienced team of recruiting professionals is ready to serve your professional needs. **There Is No Substitute for Quality** and our goal is to **identify** and **present quality positions** to you. **If you are then a fit and interested, we will professionally** present you to our loyal clients. With our extensive network of clients and the one-to-one relationships we have with these clients, we can talk directly with the decision-makers and introduce our applicants.

Approach & Philosophy Toward Candidates

THE PROFESSIONAL APPROACH

As a professional you deserve to be treated as an individual with respect and integrity. You must be presented with information that is factual and be able to make your career decisions objectively, free of emotional pressures. While well meaning friends, relatives and business associates will offer advice; you must ultimately depend primarily on your own judgment. After all, you are the only one who is in the position to understand all of the implications of a career move or change.

Benefits to Candidates

WILL CHANGING JOBS HURT MY CAREER?

Most top executives agree that the days of the “gold watch for 30 years of faithful service” are gone. In fact, experience at several companies over a long period of time is considered an asset that brings a variety of experiences and perspectives to a new job. Today, changing jobs is a routine part of every growing professional career. Being in one career position for too long can actually work to your disadvantage in many ways. Salary increase scales are graduated negatively to be less accelerated the longer you are with the same company in many cases. This is because the longer that you are at a job, the less likely you are to undertake a change. In general, people resist change and that tendency is factored in to your ultimate disadvantage. Ironically, the strongest income gains usually occur when individuals switch to different companies or careers. A person that has had several strategically planned career moves will end up making 30-50% more income per year than one who stayed put. Additionally, a person who stays at one company is sometimes viewed as being an individual that will not be a risk taker, not rock the boat and not want to lose any security. This is then further translated to indicate that he or she will not be as creative or innovative, nor bring as many new ideas and ideas and concepts to a position. This bringing of new ideas, enthusiasm, innovation and energy from the outside is referred to as the “Hybrid Effect”.

Deciding on a Career Move

REASONS FOR A CAREER MOVE

You may consider a job change because of numerous reasons. The four most common reasons that people seek new employment opportunities are:

- **Salary or Compensation**
- **The Actual Job Itself**
- **Company and Where it is Headed**
- **Geographical Location**

Salary or Compensation is what we equate to what our time is worth. They also affect what a prospective employer thinks you are worth and more importantly what they will pay to attract you. As mentioned before, strategic career moves do positively affect this important component. However money isn't everything and it does not offset for long the drudgery of enduring an unfulfilling job. *The Actual Job Itself* must be right or it will be difficult to stay focused on and involved with long term. A satisfying job must allow you to grow professionally, developing and utilizing personal qualities and attributes such as your skills, abilities and natural talents. Even if the money is right and you are doing a job that satisfies you, you still may not be happy if *Company and Where it is Headed* is not comforting. These could include the company being financially unstable or having unethical practices or unsound business goals and directions. It also could include the company “Culture” and styles of leadership and management. It is important to know and understand whether the company allows for individuals to take ownership of their jobs and to be individual contributors. Is there a career path that is attainable; are targets and goals clear and realistically attainable? Is there a company “Mission Statement” and is it adhered to? Finally it becomes relevant and important as to the actual *Geographical Location* of the job. Location affects many factors relating to the others already mentioned. Location affects the cost of living and housing, which relates to compensation. It relates to the quality of life in terms of issues such as commuting time, pollution indexes, weather norms, and recreational as well educational opportunities. Proximity to relatives such as parents and grandparents comes in to play and is often of great importance later in your career. In summary, you are unique, and you best can decide what is right for you at any particular point in your career.

Perspective & Experience with Candidates

OUR PERSPECTIVE AND EXPERIENCE

We view our role at *Quality Search* as primarily “**Messengers of Opportunities**”. We do not feel that we should try to “**sell**” you on any particular job, but rather to help you see it in a true objective perspective. This should include important and relevant factors, both personal and professional, that will help you attain and meet your goals, needs and aspirations for success and happiness! We recognize that a properly timed and well thought out job change can be very instrumental in advancing your career.

Sincerely, *Jeff Wolfe*