

## 'Interim' doesn't mean job can't teach you

Just because it's not your next dream job doesn't mean temporary position can't help your career

BY LUCY MAY

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**I**t's a story playing out all over the Tri-State: Layoffs or budget cuts force professionals out of jobs in their chosen careers.

With the job market so tight, many people are taking interim jobs outside of their fields.

And local career coaches say there are plenty of ways to make those interim jobs work for you.

"It helps with the mental attitude. It helps with cash flow. It helps with networking," said Dana Glasgo, who calls herself the Cincinnati Career Coach. "And generally, busy people tend to get more done than non-busy people, from what I have seen in my experience."

Before taking any kind of interim job, Glasgo said she counsels clients to figure out how the job will impact any unemployment benefits they are collecting.

Sometimes, she said, it's better to continuing collecting unemployment and spend time looking for a permanent, full-time position rather than jeopardizing the regular unemployment check.

"It's really sitting down and crunching the numbers to see what's better for you," Glasgo said.

One client had been chief operating officer for a nonprofit in Northern Kentucky. Because she quit, she didn't receive unemployment benefits. She has taken a job with the U.S. Census Bureau while she continues to look for work in her field, Glasgo said.

Another woman whose unemployment ben-



efits were running out took a job grading SAT tests, she said.

"Is this a dream job? Absolutely not," Glasgo said. "But it certainly puts food on the table."

***'It helps with the mental attitude. It helps with cash flow.'***

**Dana Glasgo**  
Cincinnati Career Coach

their jobs to consider the professional development areas where they need work and create a plan that includes feed-back and growth potential in those areas.

"While maybe 10 or 15 years ago, taking an interim position would be a blot on your résumé, I'm not so sure that's the case anymore," said Uterstaedt, CEO of Baker & Daboll LLC, an executive coaching firm downtown. "The healthiest way to look at it is to look at it as a development opportunity. What can I learn? What skills can I get?"

### CHANCE TO GROW AS MANAGER

And experienced managers who take interim jobs without management responsibilities should view that as an opportunity, too, said Amy Katz, Baker & Daboll's chief learning officer.

"If you're able to sharpen your ability to observe individuals and teams, you can see the

Still another man Glasgo counsels had a midlevel job at a Fortune 1000 company. After losing his post, he took a job back with the company as a security guard.

"He cannot look for a job full time, and he needed something to maintain his sanity while he's looking," Glasgo said. "Frankly, it's brought a new spark back in his life, just the fact that he has a job."

Todd Uterstaedt said he tells friends who have lost

### MAKE IT WORK FOR YOU

**If you** take an interim position until something in your field comes along, don't regard that job as just a place-holder, said Todd Uterstaedt, CEO of Baker & Daboll LLC, an executive coaching firm.



Uterstaedt

**Can you** use it for net-working? How about to fill in gaps in your skill set?

**Also, remember** that some companies use interim jobs as a dress rehearsal for potential employees. Whether you know it or not, you might be being watched and viewed as a future part of the company.

impact of management decisions throughout the organization and how one style can affect a group," she said. "If you are a more senior person and you're working with people who haven't had the breadth of experience you've had, if you play it carefully, you can be a very good mentor. Often that is very rewarding and gratifying and enhances your own expertise and self-esteem."

It's also important to keep in mind that some companies use interim jobs as a dress rehearsal of sorts to try out new talent, Uterstaedt said.

That's one of the reasons it's important to take interim jobs seriously, Katz said.

"Unless it's really positioned as a short-term position or assignment, the organization is viewing you as a permanent employee," Katz said. "I would encourage people to view this as another position in their careers. Put both feet in and say, 'I'm going to make the most of this experience.'"