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# YOUR IDEAL JOB

How to find your dream job and then get hired



  
COOLTURA

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## Introduction

It seems as if it's been over a century but, up until a few decades ago, companies were organized around a power model based on hierarchies. There used to be bosses and subordinates, and everyone was expected to abide by schedules and tasks clearly defined by the organization who hired them. The transformation of the industrial economy into the economy of the information and knowledge age revolutionized the labor world. Thanks to the technological breakthroughs, changes are no longer exceptions but constants, and they are increasingly vertiginous. Today, many business strategies aim for total flexibility, integration of production processes and efficiency through small pieces of equipment that replace subordinate labor along with networks of highly responsive employees.

Our world, inhabited by hyper-connected people that consume, share, observe, manage and act through computers, cell phones, tablets and thousands of other devices, is set up as a different universe. Naturally, the huge transformations of the last couple of

years brought about important consequences both to labor and those who perform it, and to its organization within the companies' structure. Subordinate labor, for a definite duration in time and by employees with average to low skill levels, in exchange for a particular salary is disappearing. Likewise, the employment relationship under which the hired individual complies with his employer's instructions and undertakes to perform his duties in a particular time, place and way, are also extinguishing. The old method that demanded rigid control and supervision by top and middle management no longer exists. The new employment relationship is not based on disciplinary power.

Within this context, it is essential for employees to adapt to the prevailing changes. In order to find a job, it is fundamental to broaden one's skills with highly dynamic, constant training. Exercising flexibility in order to be highly adaptive in the face of changes, as well as being able to multi-task is necessary, since it's almost impossible to restrict labor to only one activity. Besides, in an environment based almost completely on the network model, with interdisciplinary jobs and shared tasks, those who aspire to financial growth should nurture a highly-developed emotional intelligence and a great ability to communicate. Optimally, an adequate education system would add these tools to gain the skills required in the new labor reality. This design depends on good state policies, on the endeavors by the most competitive companies when someone is already working, and on the interested party when he attempts to insert himself in the labor market.

Another factor which has deeply changed labor is globalization. The local parameters are not enough. New laborers do not perform their duties for a particular country or region, but for the whole world. In terms of the market, geographical boundaries are increasingly fuzzy and the person who intends to reach better positions should get used to thinking beyond borders.