**Questions I answered for LinkedIn News**

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A question to ask for a client to reframe. How can you see this situation in another way to discover new possibilities?

Addressing career breaks while job hunting as women could seem intimidating. Be honest and upfront, keeping it simple and focusing on what you've learned and how you've grown. Relate the new growth to what they're looking for in the hiring role. Adaptability is one of the most essential skills in a business environment. Women bring more and excel at flexibility and adaptability before, during, and after a career break. We fill the gaps, shifting into different roles daily, embracing change, and developing resilience with each step. We don't have to muster bravery or be bold. We simply are.

what's your advice on honing entrepreneurship skills?

Agree with the great POV here on what skills to hone in as an entrepreneur. Some skills that are essential to have: Confidence in building something successful from scratch is part of the mindset. Skills in Finance because you can have heart, but it won't balance your budgets or pay your taxes. Problem solving: might need to figure out more solutions than expected. Communication: Being able to express yourself to any person or team your ideas, solutions or products, which is a segue to Active Listening. Listen with Empathy and know how to ask for clarity before jumping to a conclusion. Able to Network with potential clients and vendors, exposing their products/brand. Adaptability: able to flow and thrive with constant change and trial and error. There's a bunch of hard work in between and ask any successful entrepreneur, they'd might say it was worth the journey.

what are the unique benefits of beginning one’s career at a startup?

If you have an entrepreneurial mindset, a startup might be the place to begin your career. They are learning environments with more opportunities to expand your scope of work and skill sets. You're growing and accelerating your knowledge in the field giving you more opportunities to learn different areas of the company. You're also expanding your visibility when making lateral moves or leveling up with promotions. Startups are more fast paced than larger companies and look for more creative ways to solve problems because of limited resources. You never know who you might meet while you network, which might be your path to your next role/position.

However, some things to consider. You'll need to be comfortable with change and ambiguity. Funding might run out and salaries might not get paid. The question would then be how stable is the company and can you thrive within the ups and downs? Salaries and benefits might not match what larger companies are offering. Can you settle for less to learn more? How motivated are you? You'll need to be a self starter because you might have to work more independently. Gather the information before taking the leap to work for a startup. One won't know if it's for you until you try it.

what’s your advice for workers who want higher pay?

It's interesting the data is less than 50% across the categories, which leads to other factors to why that is. If employees want more compensation there are some things to consider.

Research the salary for the position you're in and is it reflective to yours. Positions pay can differ according to states, experience, and skills. When thinking of a salary increase, show your added value throughout the year through projects, taking on extra work, and collaborations yielding quantifiable results. Be ready with the data at a minimum in your next performance review. Supervisors sometimes might forget when too much time has passed. Ask yourself, is it really the salary you seek or the connection to purpose or both? I know clients leaving well-paid positions because ultimately it was not fulfilling, challenging or purposeful. Figuring out the why will make it easier in doing the how.

what's your advice for job applicants who want to stand out?

Standing out in an interview among other job candidates is challenging in itself. Finding out Information about the company and who you're interviewing with is a given. However, interview preparation will give a job candidate the confidence to ask insightful questions about the company's challenges and how their experience and skills can help them solve those challenges. Be prepared with specific examples and why your solution or approach might be different from others. Following up with a thank you note reinforces your interest and the opportunity to state again why you are a fit for the role.