

Understanding the Roots of Technical Professionals

Question:

What incentives can I provide to my technical workers to make sure they stay motivated and excited about their job?

Answer:

High turnover of technical and scientific staff can have a potentially devastating impact on your company's standing as a market leader. Here are a few tips to keep your technology professionals from taking the bait of a new job offer from a competitor.

- **Give them independence:** Resist the temptation to micromanage. Technology workers enjoy controlling the pace and project content of their work.
- **Challenge their skill set:** Provide tough projects that show you appreciate and trust their abilities.



- **Encourage them to learn:** Provide opportunities for learning, knowledge sharing, and experimenting with new ideas and technologies.
- **Build a "technical community":** Create technical peer groups help professionals tie their fields of interest in with the organization.

Question:

What should I ask for when looking for a new job as a technical professional?

Answer:

While it can be dangerous to generalize about a group as diverse as engineers, scientists, and IT professionals, similar traits commonly appear. Make sure a new job offer allows flexibility for these career characteristics:

- **Avoid micromanagers:** Technology professionals work well from precise direction and appreciate being trusted to get the job done.

- **Look for meaningful work:** Evaluate the impact your efforts will make on organization, your specific field and the good of humanity.
- **Leave time for training:** Make sure employers have an open mind about education, conferences, and creative outlets so you can stay innovative and current.
- **Stay connected:** Your professional goals should align with organizational goals to make sure your interest are in tune with the job you will be performing.



Patrick B. Ropella
Chairman & CEO, Ropella
Tel: (850) 983-4777
Web: www.Ropella.com

Patrick Ropella is Chairman & CEO of the Ropella Group an international Executive Search, Leadership Transformation, and Corporate Consulting firm. He authored the book and web-based training program, *The Right Hire – Mastering the Art of SMART Talent Management*, and has seen his content featured in many trade magazines, business publications, and industry journals. Patrick regularly speaks at webinars, career fairs, and conferences.