Step by Step to Finnish work life.

Career Coaching

New people come in with a wealth of professions, skills, talents and contact resources!

Valoa Project
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Foreigners in Oulu

- 2002-1774
- 2003-1888
- 2004-2083
- 2005-2254
- 2006-2412
- 2007-2575
- 2008-2780
- 2009-3400
- 2010-3509
- 2011-
Expatriates
- sent by their company
- who initiated their own international experience

Refugees

Applicants

Opportunists

Students
- Degree Students
- Exchange students

Visitors

Tourists

Investors

Spouses

Business

Employment

Unemployment
People in transition

Pre Departure  Arrival  Adjustment
The acculturation curve

Positive Feelings

Negative Feelings

Phase

Euphoria

Culture-shock

Accultuation

Stable state

Time

G Hofstede
What do we know?

- Geography
- Climate
- Culture
- History
- Politics
- People
- Employment
How do we prepare?

- Familiarity with the Finnish culture
- Awareness of the culture-shock phenomenon
- Awareness of the stress involved in moving
- Knowledge of Finnish values
- Motivation to adapt and make Oulu our home
- Willingness to learn the language

Do people want to adopt to Finland and its core values? Do they want to live in it, and be part of it?
What do we expect?

- Own values
- Experiences
- Media
- Bias
- Stereotypes
Does bias interfere with individual productivity and success?
Bias gives us an excuse to stay away from people with whom we feel uncomfortable!
Is there a support System?

- Employers
- Partners
- Students
- Oulu International Womensclub
- The Expatriate Community
- The Irish Music Society
- The International Rotary Club
- Oulu Cricket Club
Recruitment

- The Seven
- Traineeship
- Do-take the initiative
- Involve people

- The Regional Employment Centre
- Job Agencies

People are more than their professional background.

Personal Network
Reality Check

(Henkilökohtainen työkalu)

- Cross Cultural Skills
- Orientation
- Support network and friends
- Meaningful and enjoyable activities
- Work
- Finnish language skills
- Self Confidence
- Pleasure Happiness

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Can we identify ourselves with...?

- Functional identification
- Normative identification
- Emotional identification

How do identification processes contribute to the social cohesion?
First Contact

- Email
- Phone
- Personal contact
How to read subtle Finnish nonverbal language?

- Gestures
- Facial expressions
- Other manifestations
How to impress a Finnish employer?

- Statistics
- Professional Degree
- Conservative suit
- Good spoken and written English
- An effort to speak Finnish
The Black Hole

- Hard working, diligent
- Honest
- Good listeners
- Good organisers
- Tolerant
Understanding the Finnish employer

- Attend to little things
- Keep commitments
- Clarify expectations
- Show personal integrity
Job Interview

• What is said is more important than who says it
• Little small talk
• Reliability
• Modesty
• Enthusiasm
Communicating

- Talking to strangers!
- Listening
- Check body language
- Seek commonalities
- Simply say "Hello"
- Make eye contact and smile

Ignoring
Pretending
Selective listening
Empathic listening

Good things can come out of every encounter and conversation is the key to finding links in our life
Are we

Adjusted?
Different
Integrated?

Tolerant?

Integrated?
Different
Adjusted?
Humor

Increasing diversity can be not only a source of new ideas but also a source of conflict.

A stressful new environment

To create a positive environment.

Amusing – non threatening communication

Self-enhancing and affiliative humor are the best choices to increase creativity.
International Competences

- Resilience
- Spirit of adventure
- Clarity of communication
- Focus on goals
- Flexible judgement
- Valuing differences
- Information gathering
What is Networking?

• Linking common interests that surface throughout life, about making connections among people you meet.

• Gathering and exchanging information, assistance, ideas, resources and advice.
Five principles of Networking

• Begin your network
• Know your network
• Bond with your network
• Nurture your network
• Give to your network
Building your Network

Homebase

20-30 years
Communicating to your Network

• Talking to strangers!
• Listening
• Check body language
• Seek commonalities
• Simply say "Hello"
• Make eye contact and smile

Good things come out of every encounter and that conversation is the key to finding links in your life
Keep the Momentum!

- Remember names
- Use business cards
- Say thank you
- Re-connect
If I can help, just call or write:

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