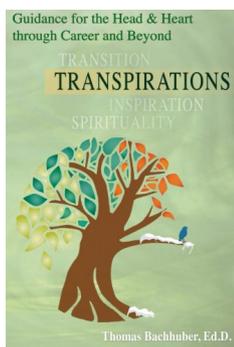




CAREER TRANSITIONS



Transpirations: Guidance for the Head & Heart Through Career and Beyond. Thomas Bachhuber. Createspace. 2018. 292 pages. \$14.95 (paperback).

Before commenting on this book, I think it is essential to understand some things about the author and the contributions he has made to the career development field and higher education in particular. I have known and worked with Tom Bachhuber in a variety of capacities for almost 40 years. He has demonstrated leadership in a variety of ways: He authored four books, including *Directions: A Guide to Career Planning*, one of the first career planning resources, as well as numerous articles; directed career centers at Coe College, the University of Maryland, and the University of Wisconsin-Milwaukee; created and executed university recruitment studies, assessments, trainings, and diversity talent development programs at a number of household-name companies; and, with a colleague, founded the Center for Life Transitions in 2002, bringing career development and spirituality together for people in work transition. In essence, *Transpirations* is a culmination of the author's work. I cannot think of another person with a more appropriate background to write a book of this focus and value.

Having spent 30 plus years in career services and NACE leadership, I have seen more resources to help college students become inspired and competent in their career beginning than I can count. The same can be said for resources directed at alumni. *Transpirations* is unique, special. It provides readers an opportunity to gain fresh perspectives on the college-to-career transition and beyond.

I have always believed that our profession has been deficient in the "spiritual piece" in helping students navigate the challenging career planning process. Most of us hesitate to move into this area with our clients as we fear our own vulnerability and the potential to confuse or even offend our clients. Bachhuber addresses the spiritual piece in a way that allays these fears and avoids the conflicts that often characterize religious discussions. He invites you to take a personal, professional, and spiritual journey with him. No matter where you or your clients are in transition, this book will speak to the mind and heart in a non-threatening, supportive way.

In addressing the deeper matters of life and work, Bachhuber applies the wisdom of luminaries such as Parker Palmer, Eckhart Tolle, Mary Oliver, Thomas Merton, Theresa of Avila, and Paula D'Arcy with his own experience. His message is practical and inclusive and encourages readers to explore that part of themselves where persistence, strength, and guidance are found. Bringing this wisdom together with the advice of career development giants such as Dick Bolles, Jack Falvey, William Bridges, and Herminia Ibarra along with his own insights, Bachhuber integrates career guidance and spiritual exploration; the book is both hands-on and inspirational.

Perhaps the most compelling aspect of the book is the author's use of personal experiences with life, death, and illness, with questions and wisdom to guide and help the reader's transition. His humility and understanding shine, and his insight is grounded in faith, relationships, knowledge, and realistic optimism.

The book is organized along the William Bridges model for transition (Endings, Middles, Beginnings, each with its own emotions and tasks), and this visual model is another way Bachhuber integrates career transition and spiritual elements. *Transpirations* is distinctive in the skillful use of journaling as a vehicle for learning from difficulties we all face in life. Bachhuber takes a positive view of the curveballs life throws, encouraging the reader to gain strength from losses and mistakes, to be positive when faced with adversity, to learn from challenges. His journal entries are personal, real, and vulnerable. In applying them to career/work transitions, he has reflections on a range of topics, including successful networking, goal setting, managing disappointment in the job search, seeking help from others in job hunting, inviting multiple perspectives on decision-making, paying attention to non-verbal cues when interviewing, communication models for networking conversations, and the value of LinkedIn as a tool in networking. These and other concepts in the book will help anyone who is managing a difficult work culture; seeking new, more satisfying work; contemplating the next work chapter, including retirement; or helping a friend/colleague/

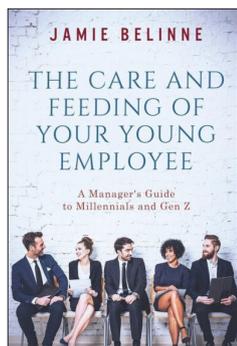
mentee meet similar challenges.

I heartily endorse this book as a tool for anyone in a career/work transition. Alumni at any stage, including retirement planning, and college students looking to the future can gain from engaging this story-based text, which prompts substantive questions to address. The book is invaluable for those feeling stuck in decision making and a perfect aid for necessary reflection and getting to the next step. The process by which you use this resource is a skill development forming tool in and of itself. It can help in translating one's academic background, personal experiences, and skills into that exciting, dream career we want for our clients.

Transpirations is an invaluable read for all college to career, new, or experienced career entrants, no matter the major or field of interest. No Google search will give you the answers this book can lead you to. Bachhuber shares from the heart in this one-of-a-kind resource, combining multiple dimensions of who we are and what we believe, in supporting readers on their journey to new and meaningful work.

DENISE DWIGHT SMITH
University of Richmond
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The Care and Feeding of Your Young Employee: A Manager's Guide to Millennials and Gen Z. Jamie Belinne. Createspace. 2017. 134 pages. \$14.97 (paperback).

MANAGING GENERATIONS

There are plenty of books and other resources on navigating the intergenerational workplace or how to communicate with specific generations. *The Care and Feeding of Your Young Employee* fits right in with these other resources while standing out in a couple of ways. If you are a manager; serve in a leadership position; or work in employer relations, human resources, or a recruiting role, the features of this book will be appealing to you.

This brief, seven-chapter text is an easy read that offers an overview of current generations in the workplace, with more specific case studies related to Millennials (Gen Y) and Gen Z. The case studies are one of the unique features of the text, providing anecdotal experiences to highlight the differences in communication, productivity, expectations, and motivation across generations. Within each anecdote, the author shares a challenge or task related to generational difference as well as a solution or ultimate outcome. This often helps illustrate the concepts discussed within the chapter. Additionally, at the end of each chapter is a quick summary of the tips or “best practices” to support the positive and

productive dynamics of an intergenerational workplace. These serve as a great reference point and summary of the chapter.

The book begins with a quiz that presents examples of negative scenarios in the workplace and asks the reader to decide which generation fits the scenario. This approach allows the author to establish a critical understanding about generational difference: Generalizing characteristics of each generation is to be avoided. Much like making blanket assumptions about anything else in life, making managerial decisions around generational assumptions can leave you wanting more from your team (and your team wanting more from you). This concept is revisited throughout the book and is even highlighted with the case studies and personal examples the author uses. Essentially, the book lays out the idea that generational research is great, but each person is different and may or may not fit within the overarching themes of their generation.

One of the most interesting chapters is about recruiting. The author points out specific suggestions for human resource and recruitment professionals on appealing to Gen Y and Gen Z talent. This includes how to get their attention, understanding what they look for in an employer, and what your company's online presence should include, plus recommendations for interviewing and onboarding/training. This chapter was likely the most informative not only for employers but also for career services professionals who regularly work with employers. With this information, career services professionals can offer recruiting strategy and suggestions and ask intentional questions to best support employer engagement with students.

Overall, this was an informative book that provided concise insight and applicable steps to managing a multi-generational work force. My only wish is for a follow-up book (or even a podcast) that expands on the recruitment chapter with more anecdotes from Belinne's experience as a consultant and assistant dean for career services at University of Houston, C.T. Bauer College of Business.

CATHERINE ALLEN

University of North Carolina at Chapel Hill

