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No one wants to be a bad boss. But we could all use refresher courses on how to hire right, develop talent, make work more humane, and do better for our companies. Go to the content of Smoother, softer, healthier, youthful-looking skin: Yes, please! We've gathered the top secrets of the pros. Who isn't obsessed, even a little, about her skin? After all, this is our biggest organ, one that is most likely to show the effects of the elements (such as the sun and wind) and the aging process. Of course, you can't control the weather or hands time. But there is a lot you can do to keep your skin in peak shape. Read on for the latest advances from high-tech lasers to fine lines to innovative skin cancer drugs that will help prevent and defeat beauty wrecks and medical problems alike. Problem No. 1: Redness is a lowdownblame that is perpetual flush on years of exposure to the sun's ultraviolet rays, which can cause capillaries to burst, explains Debra Jaliman, md, professor of dermatology at the Mount Sinai School of Medicine in New York and author of Skin Rules. As you get older, your skin also thins, making the blood vessels more visible. Another common culprit: rosacea, a chronic disease that involves swelling of blood vessels under the skin. Its redness comes and goes, usually in response to triggers like sun, stress, hot weather, wind, hot tubs, and spicy food. It looks like it's on the cheeks, nose, chin or forehead. Rosacea can cause acne-like bumps. Rx:Hide has a red face with a green-hued concealer such as Dermablend, Dr. Jaliman says. If you have rosacea, your dermatologist may prescribe antibiotics or topical foods that contain sulfur or azalea acid that have anti-inflammatory properties. Wearing sunscreen is a must to prevent outbreaks. Look for those that contain physical blockers of zinc oxide or titanium dioxide, which tend to be less irritating than chemical ingredients, Dr. Jaliman says. At the same time, you can get visible blood vessels zapped away in your dermis office with a laser. Most people claim two to three to treat at about \$300 a pop. Problem Number 2: Sun damage and lowdown lines as you get older, your body slows down its collagen and elastin production, says Jessica Krant, MD, assistant clinical professor of dermatology at SUNY Downstate Medical Center in New York. This reduces skin elasticity. The result? It's the occasional furrow on your forehead, frown, or squint becomes constantly etched on your face. As for age spots, thank all the days you spent as a teenager sunbathing yourself without sunscreen: Exposure to ULTRAVIOLET rays over the course causes an increase in the number of pigment cells in the skin, Dr. Krant says. What it looks likefine lines; flat brown or black spots on the sun open areas such as the face, chest and arms. Rx Age Spots: Pharmacy bleaching creams that contain 2 percent hydroquinone or natural natural called kojic acid-can help. But if you have a lot of damage, you probably need something stronger. Your dermatologist may prescribe 4 percent hydroquinone, but talking to her about the risks is not allowed in Europe for safety reasons. Your dermis may also prescribe lightening ingredients such as tretinoin and hydrocortisone. If those don't work, consider laser or intense pulsed light sessions that cost \$300 to \$500 each time. Thin lines: Products containing retinol mow collagen, help to rant wrinkles. Over-the-counter ones are good for fine lines and crow legs, Dr. Krant says; ask for your document for a Retin-A prescription if you need more energy. Botox or dysport injections prevent wrinkles on the forehead. Cost: \$500 to \$750. Next page: Problem No. 3: Allergic and irritated skin - pagebreak No 3: Allergic and irritated skin LowdownIf you have a rash that is marked by dry, cracked red spots, you will probably have contact dermatitis. Either you have touched a substance you are allergic to, like nickel or latex, or you have a non-allergic reaction to chemicals like those in detergents. You can also have eczema, which is usually caused by irritants from aromas, cold weather, allergens, and sometimes even stress. Eczema is usually itchy and sometimes leads to small lumps that leak fluid. If you have itchy scars that move during the day, you have hives. Acute hives that come suddenly often due to food or drug allergies. Chronic hives, which can last up to six weeks, are more common and are not always allergic. About 20 percent of the time, they are caused by cold, heat, light or exercise. Otherwise, they may be caused by an autoimmune disorder or the body's response to the disease. In some cases, there is no clear reason. RxIf you notice the sudden hives, take Benadryl and call your document as soon as possible; you may have a serious allergic reaction. Contact dermatitis usually goes away when you avoid what causes it. Over-the-counter antihistamines such as zertek, and hydrocortisone creams can also help, but if the rash continues, see a derm or allergist. Prescription cortisone creams can relieve eczema and chronic hives; Severe cases of chronic hives can be treated with prescription drugs like ciclosporin, which help suppress the immune system. LowdownTake Deep Breath: Not all bumps and bumps are cancerous. The most common are seborrheic keratose (SKs) - harmless brown or black growths that usually occur with age and can work in families. Other non-problematic growths include warts and skin tags. Warts caused by human papillomavirus and they are contagious, but not life-threatening. You will most likely catch one if you have a cut which explains why they tend to appear on your fingers. Skin tags are often kneaded on the armpits, due to cracking. For the same reason, you can get them if you are overweight or on big breasts. The way they look starts out as small, flat, rough, tan or brown bumps that slowly thicken on the face, chest, shoulders or back. Warts are small, grainy manure that feel rough and bumpy. Skin tags stick out and maybe a little stem connecting to your body. RxThese naros are harmless, but you can choose to have your dermatologist remove them, either by freezing them with liquid nitrogen (cryosurgery), burning them (electrocauteria), or, if they are large, zapping them with a laser. Always check them out though, since it is sometimes difficult to tell whether the growth is benign or potentially cancerous. © copyright. All rights are reserved. Printed from a link to an external site that may or may not comply with the accessibility guidelines. Last updated October 13, 2020 you've been stuck in the same position for too long and don't really know how to get promoted and promoted? Feeling stuck can be caused by various things: Taking a job for money Staying with an employer that is no longer consistent with your values Realizing that you have landed yourself in the wrong career without feeling valued or feeling under-represented without a full understanding of the role there are many other reasons why you may feel this way, but let's focus instead on exploring what to do now to get unstuck and get the best way to get the best value. Are you making money, saving money, improving the process, or doing some other amazing things? How else could you demonstrate added value? Let's dive straight into how to get promoted when you feel stuck in your current position.1 Be a mentor when I was directing students, I used to warm them up - tongue in cheek, of course - about getting really good at their job. Be careful not to get too good at this, or you never get to do anything else. It was my way of pestering them to take on additional problems or think outside the box, but there's definitely some truth in this something so good that your manager doesn't trust anyone to do it. It can make you get stuck. Joe Miller of Be Leaderly shares this insight into when your boss thinks you're too valuable in your current job: Remember a time when you really enjoyed your current

role... You have become known to do your job so well that you have created some strong personal equity brand and people know you how to go to the person for that particular job. This is what we call a good problem to have: you have done a very good job of creating a positive perception about fitness for the role, but you may have done too well the job! With that in mind, how do you prove to your employer that you can add value by being upgraded? From Miller's insight, she talks about creating your personal brand and becoming famous do a specific job well. So how can you link this work to a position or project that will earn you a promotion? Consider using your strengths and skills. Let's say the project you are doing is so good at recruiting and training new entry level employees. You should post a list of vacancies, read and review resumes, schedule interviews, make hiring decisions, and create training schedules. These tasks require skills such as employee relationships, on-board, HR management, performance management, teamwork, collaboration, customer service, and project management. This is a serious amount of skills! Are there any team members who can perform these skills? Try to delegate and train some of your employees or colleagues to learn your work. There are a number of reasons why this is a good idea: cross-training helps in any situation in case there is a prolonged illness and the chief executor of a particular task for a while. As a mentor for a mentor or colleague, you give them the opportunity to improve their professional skills. You are already starting to demonstrate that value added to your employer by encouraging your team or colleagues to learn your work and creating team players. Now that you have trained others to do this job for which you are so valued, you can see about re-requesting that promotion. Explain how you saved company money, encouraged employees to improve their skills, or rethink your project2. Working on your mindsetAnother reason you may feel stuck in a position explained through this quote: If you feel stuck at the job you loved, it's usually you, not the job that needs to change. The position you've been hired for is probably exactly the same as it is now. But if you start to fear the routine of work, you're going to focus on the negatives. In this situation, you should continue the conversation with your supervisor and share your thoughts and feelings to help you learn how to get promoted. You can probably get some tips on how to rediscover aspects of the job you liked, and negotiate either some extra responsibilities or a chance to move up. Don't be disappointed. Express a desire for more. Introduce your case and show your boss or manager that you want to be challenged and you want to move up. You want more responsibility in order to keep moving the company forward. Focus on how you can do it with the skills you have and the positive attitude you have cultivated. Improve your soft skills When this was the last time you put attention and effort into your game with these soft skills? I'm talking about those seemingly intangible things that make you an experienced professional in your specific work skills. According to studies, improved soft skills can improve productivity and retention by 12 per cent and provide a 250 per cent return on investment based on higher productivity and and These are just some of the benefits for you and your employer when you want to learn how to get a promotion. You can hone these skills and increase your chances of promotion to leadership by taking courses or seminars. In addition, you don't have to ask for funding from your manager. There are dozens of online courses presented by entrepreneurs and authors on these very topics. Udemey and Creative Live both have online courses at very reasonable prices. And some come with completion certificates for your portfolio! Another way to improve your soft skills is by connecting with an employee in your organization who has a position similar to which you want. Express your desire to move up in the organization, and ask to shadow that person or see if you can sit on some of their meetings. Offer to take this man for coffee and ask what their secret is! Take copious notes and then immerse yourself in the training. The key here is not copying your new mentor. Rather, you want to observe, learn, and then adapt according to your strengths. Developing StrategyDo do you even know exactly why you want to learn how to get a promotion? Do you see a future in this company? Do you have one year, five years or a ten-year plan for your career path? How often do you feel your why and make sure it fits with your that? Sit down and make an old-fashioned pro and con list. Write down every positive aspect of your current work and then each negative. Which list is longer? Are there any topics? Look at your lists and choose the most interesting pros and the most disappointing cons. Are these two pluses making the cons worth it? If you can't answer that question with yes, then getting a promotion in your current organization may not be what you really want. Two of the most important days of your life are the day you were born, and the day you learn why. -Mark Twainher some questions to ask yourself: Why are you doing what you do? What worries you about your current job or career role? What does a great day look like? What does success look and feel like outside of paychecks? How do you want to feel your influence on the world when you retire? These questions would be great to think in a magazine or with your supervisor in your next one-on-one meeting. Or, bring it up with one of your friends working over coffee. Final thoughtsAfter the time of reviewing all these points and doing your best to learn how to get a raise that you can find that stuck is your choice. Then you can put yourself on the path of moving up where you are, or move on to something else. Because sometimes a real promotion finds the purpose of your life. More Tips on How to Get photo credit: Razvan Chisu via unsplash.com unsplash.com unsplash.com

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