

FAQ'S

#1 - Tell me more about Todd

My name is Todd Reimer, I'm 58 years old and have been married to Cindy for 34 years. I've been a leadership coach and trainer for the past 15 years, after running my own construction and vehicle importing companies. Before that I was a youth pastor for 11 years, focusing on teens, young adults and families.

I'm also **dad to 3 young adults (and one great son-in-law)** (And it's a ton of fun watching them successfully apply the principles and skills from "Fill the GAP")

All these things together give me the opportunity to see the challenges and opportunities for Gen Z from the perspective of employer, manager, parent, and mentor.

"Fill the GAP" is the result of the passion I have to see the younger generations succeed in spite of an ever-increasing number of changes to our society, also as a response to the challenges I see my business clients deal with.

"Fill the GAP" is not an academic exercise, it's a practical down-to-earth manual to help the teens and young adults of today become the exception, when many of their peers will do little more than struggle to have anything close to the lives their parents built for themselves.



#2 – What can we expect from “Fill the GAP”?

“Fill the GAP” is a book, a manual that is designed to be extremely practical. The principles and tools are always practical, so they’re applicable immediately and make a difference immediately.

The structure of the book is also practical. It’s written in 18 short chapters, with each chapter having an explanation of the tool/principle and a real life example of what it looks like in an actual workplace environment. Each chapter is stand alone, so you don’t have to read the chapters in order to benefit powerfully!

It works like this: read chapter 5 today, apply it. Read chapter 7 in 2 weeks, apply it. Read chapter 15 in 3 months, apply it, and get what you need to become the exception in your workplace!

To get the most benefit from the book, it’s definitely helpful to be able to discuss what you’re learning with someone else – we learn much better when we can talk about it with others and listen to how they’ve applied it.

What can you expect as a result of applying “Fill the GAP”?

Well, I tell my own 3 young adults that the bar is actually set pretty low right now, when it comes to what people are expecting to find in Gen Z employees. This means that if you show up on time, come ready to work, to learn, to be the exception, you’ll be valued quickly.

Being valued more means that when it’s time for pay raises and promotions, you’ll be one of those getting them. It also means when it’s time for layoffs, you’ll be one of the people your supervisor will fight for.

Any positive change in how you approach your job will be noticed in a heartbeat and valued just as quick!

3 – I thought the education system was preparing students to succeed?

We all thought that way, until we realized that the education system was, in fact, not preparing your children for their future success as adults in the workplace. In North America our students are at least 1 year behind in science and reading competency, (in fact we are seeing a generation significantly less literate than students were in 1948), and at least 2 years behind the rest of the world in math.

Gen Z is coming out of high school anxious, unsure of themselves, unable to deal with deadlines, panicking when they have to learn something new, and unable to even look an interviewer in the eye during an interview. The Covid era definitely impacted today's teens and young adults hard! Losing up to 1 ½ years of their education, being locked out of their schools, jobs, extended families and churches has changed the way Gen Z interacts with others and the degree of trust they have in what they're going to invest their lives in.

As parents, we've come to realize that many of the institutions and people that we trusted to help us prepare our children for their future have failed us and our children. You are more vital than ever in determining whether your teens and young adults will enter the workforce with confidence and competence, or with anxiety.

There are definitely teens and young adults who are exceptions to this, but they're the ones who are applying the principles and tools like you find in Fill the GAP. In other words, they're Gen Z's who have parents like you.

#4 – Isn't there a high demand for employees in the workforce?

This is another really insightful question. It was, in fact true, but things have changed in the last several years. North America is experiencing a significant rise in unemployment. Employers are looking for ways to hire older employees instead of the younger employees - even if they need to pay the older ones significantly more.

Finding ourselves in a recession also results in fewer jobs, especially jobs that pay decently. Your teen is entering, or has just entered, the job market at a challenging time for employees. Because of this, the better prepared they are, the more of an exception they will be, and the more valuable they'll be in the workforce - whether their goal is to be in the position of employee or a business owner.

There's another reality for your teens: there is a significant number of employees who are new to our country that will work for less money – this is making it more difficult for teens to find a job and also to get paid more than minimum wage in many cases.

#5 – Why will these books make an impact on my teen or young adult?

I get why you ask this question. This is not a fluffy feel-good book. The principles and tools are taken from real workplace situations and requirements. Each of the tools is practical, current, and simple to implement.

On top of that, they are chosen to provide you with the “biggest bang for your buck” possible. I chose the tools and principles that will make the biggest difference right away.

The impact from **Fill the GAP** might show up quickly but the effects will last for a lifetime.

Strong communication skills, the ability to handle conflict with confidence, and problem solving skills are just 3 of the tools that will make an immediate impact on your job, but will also impact every facet of your life.

AND: books are becoming more popular again among younger people – especially paperback instead of digital.