

Top 10 Reasons HR Professionals give for NOT being certified...

1. **My employer does not require certification.** *Building your own credentials is essential and necessary.*
2. **I don't have time in my schedule.** *PHRA classes are one day a week over a twelve-week period. Study on your own schedule and sit for the test during the testing period.*
3. **Getting certified won't increase my salary.** *Where you are today may not be the same tomorrow. Adding the certification credentials to your resume adds more value and more employers than ever are either requiring the certification, or give preference to those candidates that have already become certified. Even if certification won't change your current compensation, the intangible rewards are priceless!*
4. **I am not great at taking tests.** *PHRA provides instructor driven classes and extensive practice on test preparatory questions.*
5. **It is expensive and I can't justify the expense.** *The cost and commitment of the classes are approx. \$75 per class. (full purchase of SHRM Learning System is required). CHECK with your employer. They may encourage your education and absorb the cost.*
6. **Passing the PHR/SPHR Exam won't make me a better professional.** *Anytime you add credibility to your profession and expand your knowledge base makes you a more versatile professional.*
7. **My job experience is extensive and impressive. I don't need to be certified.** *The job market is a very competitive place. Branding and differentiating yourself is going to give you a strategic advantage over other HR professionals.*
8. **I am near the end of my working career and don't need certification.** *The job market is very volatile. Your preparedness for situations that may change or arise – maneuverability is key!*

Additionally, the credentials show you have maintained up-to-date on the most current HR issues.

9. **Even if I pass the test, I still have to take recertification credits.** *Passing your test is a tremendous accomplishment. To enhance your knowledge and ensure that you are staying up to date on the ever dynamic HR disciplines, it is crucial to stay informed. Recertification requirements ensure that you are dedicated and current.*
10. **I only specialize in one area of HR. There will always be a need for my knowledge.** *Organizational structures and job functions change to adapt to internal and external factors. What you may be practicing today may change and you need to be adaptable and marketable.*

The cost and commitment of participating in PHRA's instruction of the SHRM Learning System is minimal in context to the overall positive affect that PHR / SPHR Certification has on your HR Profession. The intangible benefits of participating in the PHRA valuable instructions are Pricele\$. You will receive personal and intimate weekly instructions from other HR Professionals, gain the support and camaraderie of other HR colleagues looking to build their careers and network with others while you learn. I encourage you to give your career path a scrutinizing look.

If you heard yourself say one of the above, reconsider your prior decision not to certify. We are eager to assist you in developing your career!