



INSIDER SECRETS REVEALED

Tips, Tricks & Strategies
From the Podcast Interview With

Executive Recruiter

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INSIDER SECRET - Sometimes when you are unhappy in your work, it is because you have your priorities out of alignment.

The world will teach you that your self-esteem is tied to your work, and that can suck you in and cause you to lose sight of what is most important. Your perfect job is something that is in harmony with your whole life and also in harmony with who you are, your gifts, your talents, and what is most important in your life.

INSIDER SECRET - The first question you need to ask is what is most important to you and what is most important to those who are most important to you.

Too often we follow a path that is driven by peer pressure and money and lifestyle instead of seeking a career that will allow the most important things to be a priority in your life. Make your job search subordinate to your most important priorities, and you'll more likely find joy at work.

INSIDER SECRET - 90% of jobs are filled by networking.

Think of people you have something in common with – people from your church, your neighbors, alumni from your college, past bosses, peers or subordinates, parents of your children's friends – and let them know you are considering a transition. The bulk of your success is going to be with people you already have a relationship with and getting them to help open doors for you.

INSIDER SECRET - Recruiters will covertly learn about people and then present a job opportunity to them.

Recruiters use LinkedIn as only one of many tools to research candidates. LinkedIn is important, but it is not the only tool. Industry and functional associations exist for just about every area of functional expertise. You have to intentionally get out from behind a computer and go network.

INSIDER SECRET - There is a false comfort in thinking that you can find a job just by applying online.

Only one in ten jobs is filled online. To put that in perspective, in 2007, every company that posted a position online got 200 applications. Today, they get 1,400. So if you are hitting send on an electronic job board, hoping that someone is going to contact you, you may as well buy a lottery ticket. If you see a job online that is a good fit, go ahead and apply, but don't stop there. Go to your network and see who you know (or who your network knows) that can help open the doors to that opportunity for you.

INSIDER SECRET - Being honest and transparent, especially about mistakes, is the best way to show your value.

When you are honest about a mistake and what you learned from it, you can increase your credibility. We all make mistakes. The question is, do we grow from them and are



we better because of the mistake? Someone who tries to portray themselves as perfect and having never made a mistake, is out of touch with reality, and their emotional intelligence is questionable. If a company doesn't hire you because of a mistake, then a door gets closed that shouldn't have been opened anyway.

INSIDER SECRET - Being honest and transparent when discussing gaps in your work history.

Regardless of your reason for being absent from the workforce for a period of time, be honest about why you left, what you did while you were gone, and what you learned during that time.

INSIDER SECRET - Make sure your résumé is as quantifiable as possible.

Share the results that have been gotten through the fruit of your labor. Résumés that are nothing but words tell an employer that either you didn't achieve any results, or even worse, you failed to measure results. Your résumé needs to quantifiably demonstrate how your work created value or contributed to your past employers. Then, you must be prepared to discuss everything in an interview.

INSIDER SECRET - It is a job to find a job.

You have to get up and get to work every day. Set goals for yourself and track your progress. Empower others to hold you accountable. Make sure you have quiet time and invest in yourself every day with devotion and scripture. Take care of yourself physically by eating right and exercising. And then, get out from behind your computer and go out and meet people. Humbly go out and knock on doors, knowing that God will open the right one and close others.

INSIDER SECRET - Discussing salary is a delicate dance.

But in general, both sides are trying to create a win-win. Know how your current salary compares to the range, position your willingness to accept less or justify wanting more. Both the company and the candidate have to evaluate trade-offs. When the offer is made, seek advice from people you trust and make a decision. At the end of the day, money isn't everything.

INSIDER SECRET - Be encouraged.

As you go through the job-search process, doubt and fear can take over. Remember all that God has done for you already and that he has promised never to leave you or forsake you. The job-search process is a mental game more than anything, so eat food that can feed your soul, remember to protect your heart, and rebuke those doubts when they present themselves.

