

Biggest Job Search Mishaps

OfficeTeam recently asked office professionals to recount the biggest job search blunders they had heard of or witnessed firsthand. Some of the more frequent responses related to over- or underselling one's skills during interviews or on resumes, not researching the company, complaining about former employers and treating clerical staff poorly.

Office workers were asked, "What is the biggest mistake you've heard of someone making during his or her job search?" Following are some of the responses:

- "Someone interviewed for a position and was not given the job. But he showed up anyway, saying, 'Here I am.'"
- "Someone tried to bribe me during the interview. She really wanted the job and asked how much she could pay me for it."
- "An applicant came in with his recruiter and had the recruiter answer the questions."
- "A job seeker didn't hang up the phone after calling about a job. I overheard everything he said, and it wasn't good."
- "One gentleman submitted a resume that contained misspelled words and an orange juice stain."
- "When asked what he had been doing while unemployed, the applicant said, 'Staying home and watching TV.'"
- "During an interview, when asked what his greatest faults were, an applicant gave too many answers. He kept going and going and going."

and only a short distance from the tree, what is so difficult about changing behavior? The tribe changed before, what is preventing them from doing so now?

Who are you really – the innovative tribal leader or a tribal member? Do you want to grow your soul's food or eat other beast's leftovers? What do your inner voices (e.g. your intra-personal tribal members) say to you when you want to change?

Generating self receptivity to change requires that you understand the reasons and pressures, both external and internal that make change necessary. All of us are the sum of our experiences and choices over our life time. We carry the memories of our experiences, the consequences of our choices, the personal perspective that our consequences have shaped, and the corresponding ability to respond to events given our sense of those things, in the moment.

For example, are you threatened by predators (outside influences - that might be a wake up call for you); your own community, workplace, or tribe? Are your internal elders (experiences and consequences) supporting and implementing change? Do you have enough information about the need to change to influence those inner elder voices?

Asking yourself the hard questions and not lying to yourself is like looking at yourself in a mirror for eight hours, never blinking, never shrinking from what you see, and examining every blemish, wrinkle, and pore. At the end you will know what you look like to yourself, and that is important.

When I do work for organizations I consider myself to be an agent of change. When I leave the assignment, the organization and the people are changed in some way. It is my sincere wish that they can handle the truth better than they have ever handled it before. At times you are your own internal agent of change and you must bring outside experts to generate enough self doubt about your current state of being. Then you must face the truth, unshrinking from it, understanding what it is saying to you, and let it set you free to experience life from a new perspective that honors your ability to enjoy.

If you have enough self doubt, that is good. Like faith, a life that is questioned is a life that is worth more. You are now ready to begin taking the next steps.

I believe that one of the chief reasons self directed transformation of change processes don't last is that people don't account for their preferred learning styles.

For example, some people read books and contemplate their lives, then step away from the book and forget about it. Others can read a book and then set a course of action, implement that action plan and make significant changes in their lives. What is the difference? How can some make those changes and others not change? Is it an issue of motivation? Maybe, but it might also be a situation of learning style avoidance. Some people are not connecting to themselves and choosing to take action based on their learning style. Part of your self evaluation will be to consider how you learn best. That will help you understand how to best change to meet your new challenges.

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