



Maintaining Your Mindset During a Job Search

A job search is a stressful time for people. Maintaining a positive mindset can become a challenge, and it is important to have a set of skills that you remind yourself about regularly during the time of a job search. Here is a set of tools to help when you need it:

Set Appropriate Expectations

Even if you have the right skills for the job, an internal candidate or employee referral will have an advantage over you. Because of this, you need to think about what you need to do to keep your mindset from letting the rejection turn into an excuse for inaction.

When you get a rejection, what are you going to tell yourself about it?

Thinking about this before you need it will help you separate the head from the heart when the time comes.

Look at it from the Hiring Manager's Perspective

People with high emotional intelligence have the ability to see things from several perspectives. This skill is important when looking for a job because if you can see the job from the perspective of the hiring manager, you may be better able to position yourself for the job.

- When you are preparing for the interview, think about the challenges and stress that the hiring manager may be facing.
- Bring empathy to the conversation.
- Think about how you can make the process as painless as possible for the hiring manager.
- Where possible, become someone who is helping them solve a problem.

Interview Them

I fully believe that an interview is as much about you ensuring that the job and company is right for you as it is about the company figuring out if you are right for them. Too many people approach an interview as if they are the commodity in the equation.

It is just as important for you to be interviewing the hiring manager as it is for them to be interviewing you.

Activate Your Network

Lots of jobs get filled because of referrals. Your network is going to be critical during your job search.

- Set aside time to reach out to people in your network and let them know that you are looking and what you are looking for
- Remind them that they may know someone in their network who has a position to fill. By reminding them of this, you are not only activating your network, you are activating their network.
- Remember that you are not the center of their lives. They may remember you are looking for a week or two, but eventually, they will forget. In order to keep your mindset positive, remember that you may need to remind people that you are looking.