

Job search? Approach it like a headhunter

Many job seekers find themselves in a frustrating routine of applications and rejections without ever speaking to someone. With increasing disappointment, they reduce the effort per application and instead increase their quantity - a disastrous strategy. Conclusion: They don't learn anything during the application process. How to do it better is demonstrated by comparing it to the approach of a headhunter.

Peter Näf

During my time as a headhunter, companies tasked me with finding professionals. Although I received detailed briefings from the client, the conditions in the relevant job market were often unfamiliar to me if I hadn't handled a similar mandate there before. So, I conducted research and spoke with acquaintances working in a similar environment. Eventually, through Direct Search, I approached and met with potential candidates.

Talk to people!

It was only with these personal contacts that the search process gained momentum. In each conversation, I learned something new about the industry's peculiarities and the preferences of employees in that sector, which I incorporated into subsequent discussions. My approaches became more targeted, and my communication more convincing. With each conversation, I got one step closer to the solution and eventually filled the position. Without all the information I gained during the search process, I couldn't have reached the goal.

Job-Hunting is like Head-Hunting

I advise you to approach your job search in exactly the same way—if you want to shift into a

new role and/or industry, this approach is even essential.

Research to better understand your target job market. Talk to people who are in the profession you're interested in. From these conversations, telephone pre-clarifications, feedback on your applications, as well as in job interviews, you'll gain valuable information to refine your job search and sharpen your personal «selling points.»

To be successful with this strategy, you need a specific mindset: With every application and every interview, say goodbye to the expectation that this is going to be your next job. As the job search for specialists and managers often takes a long time and often involves many applications and job interviews, this approach constantly leads to disappointment.

Instead, tell yourself that each application, each conversation or phone call, and each job interview brings you one secure step closer to your next position. By doing so, you take the pressure off the process, give yourself enough time, and are surprised when you reach your goal.

So, turn your job search into a personal learning and growth process, where you not only get to know your relevant job market better but also delve into your needs and job expectations.

#career #application #headhunter

Please find further articles on career topics on my homepage
<https://karrierecoaching.ch/en/articles/>

