

JOB-SEARCH

A linguistic differentiation

Job applications and job searches are often not differentiated enough. This can be seen, for example, in the term initiative application. Most of the work involved in this active approach takes place before the application and is part of the job search. Why this distinction? Anyone who does not name an activity is not sufficiently aware of it and neglects it accordingly. If we look at the entire process of professional (re)orientation, the job search is the third of four steps: personal and professional assessment - job research - job search - application.

Headhunting and job hunting

Let's compare the job search as job hunting with headhunting so that the situation becomes clearer: The headhunter spends a large part of his work looking for suitable candidates. This requires a great deal of market knowledge and research. He draws up a long list and then, after consultation with the client, a short list. Only then does the recruitment - the equivalent of an application - of specialists and managers begin. You can learn a lot from headhunters for your job hunting. For example, they always search on different channels at the same time. And also their method of direct search also has an equivalent on the applicant side: the direct or initiative application.