

Job seekers: Not having any luck?

Written by Julie Desmond
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Employers are looking for great people to hire; if a networking group online is focused on a certain industry, and the employer is hiring in that industry, they might go to that networking group's website or and try to find a couple of rock stars. They might see that people can post comments, and they might read what these people have to get a glimpse into their perspective. So it is disconcerting to see job seekers bashing employers online.

"I have had absolutely no luck finding work," writes on job seeker. "...need an entry-level position that would allow me to move into more advanced opportunities. If I do get consideration, either the company ends up promoting someone from within (as far as I know), or they pay \$13.00 an hour."

What message does this send an employer? First, that my skills aren't enough; I need luck if I'm going to find work. There is some truth to that, in that a person might be lucky enough to notice an opening, lucky enough to run into a friend at the company where he interviews or lucky enough that someone got hit by a truck and left a position open for him to fall into. But apparently, it better be just the right position and it better be a lot of money. Lucky enough to get a job offer? Consider yourself lucky if you have the wisdom to say yes to any offer, and work your way up from there.

As an aside, when someone refuses a perfectly acceptable offer, waiting for something better to come along, they should do a little math first: calculate the dollar amount she will earn between now and when the next offer comes in. If the amount exceeds the zero dollars she is making now, then that \$13 per hour doesn't seem so bad, does it?

Another post describes, "subtle indications of age discrimination and unwillingness to hire unemployed workers... reports of talent shortages are manufactured excuses to justify cost reduction measures."

These situations exist, and there are times and places to revolt, but the right time and place might not be while trying to get hired nor in a venue where employers are looking for candidates. The manager who thought he had found a good resource for identifying his next hire instead opened the door on a gripe session in which he was the main culprit.

With all the talk about gun violence lately, I am reluctant to use this phrase, but there is a relevant concept called, "shooting yourself in the foot." Adversity happens. When a job seeker isn't "having any luck" or sees "subtle indications of age discrimination and unwillingness to hire," no employer is going to jump up and shout, "Get me that person's number! That's someone I want on my team!"

The person everyone wants is the one who understands, "hiring companies aren't just looking for experienced talent. They also want candidates familiar with the specific tools they use who can be productive with little training." They want knowledgeable employees with positive attitudes. The best way to create your own luck on a job search is to go get the skills you need and accept the job you are offered using those skills.

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