

THE JOB SEARCH- MATCHING THE EMPLOYEE WITH THE JOB

By Jack Geary

Job seeking is like dating. Some employers are turned on and other employers are turned off. However, you are the same person. Most employers do not know how to select or predict with certainty applicants that will work out. Employers can no more select the applicant who turns out to be the 'top' employee any more than a parent can guarantee that their child will achieve anything. These statements are not meant to be a criticism of the employers or parents. Predicting human behavior for one specific individual is a crapshoot. People do the best they can. Employers and parents just have to do the best they can- and avoid giving up.

These statements do caution employers that the short-term nature of the recruiting process, including a limited time for personal interviews, the unpredictability of previous employment experiences and other questionable pre-employment selection processes cannot predict a positive outcome with certainty. Various tests may help the employer learn more about the employee but you can never eliminate the risk of an inappropriate hire. Most assessment instruments (tests) have questionable predictive ability. There is always risk.

A positive outcome in my opinion is defined as an employee who contributes significant value to the company's mission and goals. If you are an employer, do you know how an employee adds value to your company? Perhaps, employers should hire with the expectation that the new hire may not work out so that appropriate plans are in place for their replacement. Furthermore, the employer should expect that the new hires would be moving on.

Yes, perhaps all of us should anticipate 'change.' Today, more than ever, an employer needs to hire a person to fit a position and all the essential functions that the position covers. Moreover, the position should be structured in such a manner that an individual with the lower skill level can acceptably perform the position. Finally, the employer must have in place a system for training the new hire. (See, E-Myth, Michael Gerber)

These thoughts may be my bias. Perhaps I took too many courses in Chemistry, Physics, Calculus, Machine Code Programming and Systems Analysis that allege that it is possible to predict many events and arrive at correct answers to four decimal places. However, predicting the future is risky. I know there are limits, ranges, standard errors of measurements, interviewer bias and the management of risks of negative outcomes. However, human behavior cannot be predicted to four decimal places.

At one level, the job search process is quite simple. Take any statement by a guru on the job search and I will identify an exception. However, this does not mean you ignore the advice. The complications in the job search process occur most often between each ear-your mind (your self-perceptions, your assumptions, your self-talk, your drive, your goals, your ability to observe what people do regardless of what they say- and **WHAT YOU WANT.**

Richard N. Bolles says that you must go after the job that will satisfies YOU- that is, the job that will take you closer to your mission in life and/or to enhance your Quality of Life. You may not achieve your mission or QOL. However, the effort will be worthwhile. Do you want to be responsible for designing your MISSION? If you do not have a mission, you will likely follow someone else's mission. Do you want to take responsibility for determining whether the 'job' will take you there- your mission?

With respect to the job search, please remember that YOU are marketing YOUR skills to achieve YOUR purposes in order to achieve YOUR mission in life and/or the quality of life YOU want.

YOU GET WHAT YOU SET. YOU ARE WORTH WHAT YOU CAN GET. YOU GET WHAT YOU ARE WORTH.

The job search is about developing relationships, about negotiating and most important about adding value. You must add value to the employer's operation. In return, you want to be compensated for the value you added.

Employment with a company is not a contract of indenture or a long-term parking space. Employment is not a marriage or induction into a 'family.' You are not part of the employer's family. You do not want to be treated as family. You want to be treated as an individual who can add value to the company. You do not want the employer to define your goals. You do not want the employer to determine your life goals or standard of living. Let the employer define his or her values, goals and objectives- and go home to his or her family. (Go back and substitute CORPORATION, GOVERNEMENT, or STATE for the word 'employer.')

You just want the employer to compensate you for the value you add to the company's bottom line. You will take responsibility for your achieving your quality of life.