

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.

Many employers do not know how to select applicants for jobs that will work out. Employers can no more select the applicant who turns out to be the "top" employee anymore 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 crap shoot. People do the best they can. Employers and parents just have to do the best they can and avoid quitting.

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. Tests have questionable predictive ability. Does the employer always want to hire the brightest person?

There is always risk. A positive outcome 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 employees add 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. Perhaps, the applicant should expect that at some point he/she will 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 function that the position covers. Moreover, the position should be structured in such a manner that it (position) can be acceptably performed by an individual with the lower skill level. Finally, the employer must have in place a system for training the new hire.

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 the future and arrive at correct answers to four decimal places. I know there are limits, ranges, and 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 (including myself) 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 the six inches 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 satisfy YOU- that is, the job that will take you closer to your mission in life- often referred to as the Quality of Life. The former is secular and the later is not limited to this life on this planet. Both work in the short term- the work life.

You may not achieve a job like this but isn't it worthwhile in trying? 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 or not the "job" will take you there?

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 AND 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. You want the relationship to respect your values.

Employment with a company is not a contract of indenture or a long term parking space. Employment is not a marriage or induction to a "family." You are not part of the employer's family. You do not want to be treated as family. You wanted 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 their values, goals, and objectives- and go home to his/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. PERIOD. With these thoughts in mind complete the following TASKS to become knowledgeable about the current job search methods in use.