

“I’m fully qualified; I’ll get an interview...right?”

Almost every job hunter knows that the answer to the question is a bewildering “NO”! The question more often posed by perplexed job hunters is “I’m fully qualified; why didn’t I receive a call?” And this whining mantra is asked time and again.

Elimination is the name of the recruitment game, and the misguided souls who send the same ineffective resume to every position they can find, or who whine after every interview that they “suck” at interviewing, obviously offer plenty of reasons for elimination. If you think that you cannot be eliminated for an insignificant reason, read on, because the answer is a resounding “YES”!

Elimination — Resume Rejects

Poor overworked recruiters: millions of job hunters and ever-shrinking manpower to process the growing number of applications. Some companies have resorted to software that scans your resume, noting or counting pre-programmed key words and phrases. If your resume lacks these: elimination.

Smaller companies leave it to their beleaguered recruiters to sift through the hundreds of resumes. Pressed for time, the recruiter may indeed toss your resume because it looks messy (lack of attention to detail); because it reads like a position description (your resume reads like many others, hence, you are no different); because it contains spelling errors (inexcusable in the age of spell-check).

After all, if you haven’t put every conceivable effort into creating a resume puts your best foot forward, how serious can you be about finding a job, and how much effort can they expect you to put into their job?

Elimination — Interview Duds

Candidates who don’t prepare, apply strategy, research the company, those who go in on nothing more than a prayer and a song will not get an offer no matter how well qualified. The other interviewees are equally qualified, and unless your answers blow the interview team away: elimination.

Other reasons for elimination at this stage can be unusual dress, body odour, overwhelming cologne, failure to make eye contact—the list goes on. Remember, the interview team has one aim: eliminate all but one.

Solution — Get Real

Does the job hunter of today throw his hands up in utter despair and leave his destiny to the vagaries of the job-bestowing gods? Of course not ... strategies exist to overcome job hunting challenges. If Mount Everest can be climbed, bad resumes and interview skills that “suck” can also be overcome ... must be overcome for success.

Did you notice that lacking educational credentials was not listed above? There are many people, presently employed, who lacked required, stated credentials, but got the job. They flew over the resume hurdle, and outpaced their super-credentialed competitors during the series of interviews. Educational qualifications amount to perhaps 20 per cent of the hiring threshold. The remainder, 80 per cent, comes down to being able to sell yourself on your resume and during the interview. Learn what it takes through self-study, free community resources, or by hiring a professional. Change that whining mantra to a resounding “I know what it takes to get hired, and I’m doing it.”

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