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3 Job-Search Tips You Probably Haven't Thought Of

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A Roundup from the Blogosphere

Here are some ideas to try in your job search that have come across our computer screens recently.

Emphasize skills: Jobs are changing so rapidly that today's jobs may not exist in the very near future. As Jac Fitz-enz [wrote recently in Talent Management's online magazine](#), "jobs will be eliminated while skills new and old will be updated and fitted into changing organizational forms." With employers being advised to look for workers with skills rather than workers to fill specific jobs, job-seekers must - in their job-search marketing communications - must emphasize skills. You also need to constantly research the job market to learn which skills are in greatest demand. And here's a question to keep in mind whether an employer asks it or not: "What one skill do you possess that will most impact our bottom line?" [Jeff Haden suggests on Inc.](#) that employers ask this question, but you can use it as the basis for responding to such interview standards as "Tell me about yourself" and "Why should we hire you?" As Haden points it, it's a terrific framing device because it gives you the chance to showcase what you know about the employer and "get to the heart of the value" you'll bring to the organization.

Determine what interview questions will be asked. While it's hard to predict what you'll be asked in interviews, you can find ways make some educated guesses, as [Lily Zhang of "The Muse" notes on the Forbes site](#):

- [Scour Glassdoor](#), which boasts "a growing database of 6 million company reviews, CEO approval ratings, salary reports, interview reviews and questions, office photos and more."
- [Read Between the Job Description Lines](#). Questions will likely focus on skills and requirements in the job posting/job description.
- [Review Your Resume](#). Many interview questions are based on your own resume. Knowing your resume may seem like a no-brainer, but if it's been a while since you prepared it (or had a professional prepare it for you), you may need a refresher.
- [Do Informational Interviews](#). Nothing beats the insider info you get from informational interviews to help you learn all kinds of things about an employer and its interview process.
- [Just Ask](#). Call or email the hiring manager's assistant and ask what kind of interview will be conducted.

Close the sale in your interviews: Don't leave things hanging at the end of interviews. Confront any employer objections and close the sale. [Writing for Forbes, Lisa Quast suggests](#) questions to solicit any objections the interviewer might have:

- "Based on my background and the skills and experience we discussed, how well do I fit the profile of the candidate for which you're looking?"
- "Given what we've just discussed during this interview, do you have any concerns about my fit for this position?"

Once you overcome any objections that come in response to these questions, try the terrific closers [Quest recommends](#):

- "Based on my research and what we've discussed, I would really like to work for you in this job. How soon until you'll be making a decision?"
- "This discussion has made me even more excited about this job opportunity and I would love to be the person you hire. Is there anything else you need from me before you make a decision?"

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