

GET THE JOB

Is It Time For a Reality Check?

Finding the right job sometimes means asking yourself candid questions

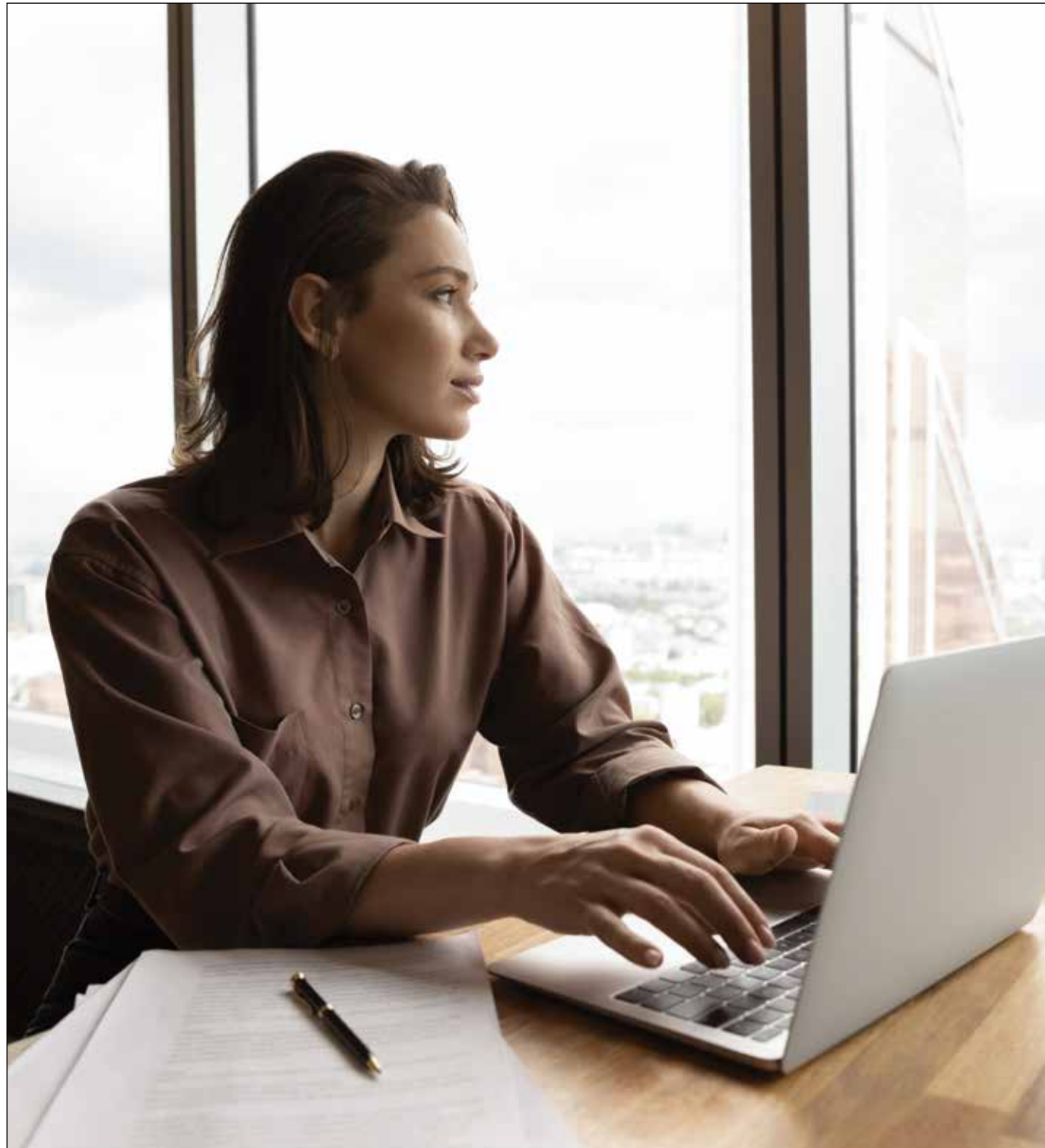
You may need to look deeper into your own strengths and weaknesses to make the best choice.

The most successful career moves often involve experience, hard work, tenacity and sometimes a little luck. But if your search has ground to a halt, it might be time to consider one other thing: whether you are looking in the right place.

Sometimes, we don't get the job because we're not prepared. Other times, the job just isn't a great fit. Avoiding these pitfalls often starts with honesty.

ASK TOUGH QUESTIONS

Hiring managers are inevitably going to ask a tough question or two. So ask them of yourself, in advance. They almost always inquire about a candidate's perceived weaknesses. Make your own evaluation to determine if the answer is serious enough to warrant a shift in your job search. If you have an obvious issue with your resume, like a gap in your employment history, spend some time addressing that before the interview. Come up with a



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polished answer detailing why you left a job and remained out of the work-

force. Along the way, you might learn something more about the path forward, too.

ACTION PLANS

If you're a naturally shy person, address that weakness by

taking concrete steps like increased volunteering or even auditing a speech class at a local university. But understand how these tendencies should guide your career, as well. Creativity or improvisation, for instance, may be a weakness in one role, and a huge strength in another. As you learn more about yourself, concentrate on employment positions that leverage your unique personality traits.

SEEK FEEDBACK

Find trustworthy people in order to discuss your career goals. It can be very difficult to see yourself as others do, but doing so can help polish your image and presentation to potential employers. It might also change your search parameters. Friends, family and dependable coworkers can give you the honest answers you need about where you're headed. The conversations might not always be easy, but you're more likely to get any needed reality check from someone who truly understands your personality, work product and history. They can also serve as moderators and interviewers for practice interviews. Ask for frank answers about how you speak, your body language and your attitude. That can also sharpen your skills for the next application process.