

Finding the Right Job for You

By: James T. Ingram

Authors Marcus Buckingham and Curt Coffman, point out in their book, *First Break All the Rules: What The World's Greatest Managers Do Differently*, that people don't leave their jobs, they leave managers.

Unfortunately, many job seekers ignore the obvious warning signs regarding a potentially poor manager or employer and focus, instead, on the almighty dollar.

According to the U.S. Department of Labor, the average worker spends 7.5 hours a day on the job. If you're a young entry level employee, multiply that by 45-48 work-years prior to retirement.

That's a long time to hate your job (s) simply because you failed to heed the warning signs which point to a less than stellar employment opportunity.

The objective here is to find the right job for you. One way to do that is by weeding out the wrong jobs. We do that by knowing the warning signs.

Those warning signs are (according to the employment website *Monster.com*):

1. **The interviewer or hiring manager is unprofessional or disrespectful** (to you), meaning that actual employment will result in even more drama.
2. **The recruiter or management communicates distrust for their employees**, a clear indication of a potentially stressful and toxic daily work environment.
3. **The workplace seems unhappy**, as seen in the stressed-out, disgruntled faces and demeanor of those who already work there.
4. **The company/employer has a bad reputation**, based upon rumors, negative media and the experiences of current/former employees.
5. **You don't think you'll get along with your boss or colleagues**, based upon their comments or conspicuously poor chemistry (with them) during the interview.
6. **The job duties are vague**, meaning that you will be a Jack or Jill of all trades and likely to be pulled in multiple directions concurrently.
7. **They want to hire you immediately, without interviewing or reference checks**, a BIG warning sign from both a safety and a professional standpoint. Obviously the standards are low for this type of employer.

So now that we've identified the warning signs for "bad employers", how does one find the "right job"?

As with any job search, you begin with the end in mind. That means listing your skills, credentials, etc. and identifying which jobs best suit your particular skill set.

Then prepare your resume and references to reflect your area of expertise, keeping in mind that job hunting is, in fact, a job and requires hard work.

Next, we must continue to expand our network, noting that “our network is our net worth”; especially considering that, statistically, 50-70% of most jobs are found through networking.

Finally, we must be persistent in our follow-ups with potential employers, while continuing to pursue additional opportunities.

And remember, we should scrutinize potential employers for suitability in much the same manner as they scrutinize our qualifications.

Does the potential employer seem to be a supportive, communicative and positive opportunity for you, with the potential for growth and development?

All of these are important factors for you to consider before you say “yes” to any potential job offer and will minimize the risk of “Hire’s Remorse”.