

The Art of Finding Work

Job Searches Are Full of Uncontrollable Factors

By Nick Kossovan

"God, grant me the serenity to accept the things I cannot change, the courage to change the things I can, and the wisdom to know the difference." - Serenity Prayer, by Reinhold Niebuhr.

The following scenario is probably familiar to you. Several years ago, I interviewed for what I believed was my dream job, overseeing a well-known consumer goods company's contact center. My preparation for the interview was intense. Even though I was nervous on the morning of the big day, I felt prepared.

I was at ease with my interviewer. My charismatic personality helped me establish a strong relationship with him. For 10 minutes, we talked about our mutual love for golf. All the signals pointed to me being in. I left the interview feeling confident I'd be getting a call back or better yet a job offer. Instead, the next day I got an e-mail thanking me for my time... you know the rest.

I was crushed and disappointed beyond words. Years later, now that I've made 1,000s of hires, I realize I wasn't selected because I lacked the experience or skills. I wasn't chosen because I wasn't a fit.

When job searching—looking for a new employer—it's tempting to compare your job search to shopping for a new car or booking a vacation. You envision researching all the jobs available, picking the best, and it'll be yours. However, job hunting involves many variables beyond your control, including the positions currently available, your competition, and even your interviewer's mood.

Focusing on the parts you can control will produce much better job search results. (READ: Getting more "Yes!") As for everything outside your control, admit they're uncontrollable and don't take rejections personally.

Here are three things you can't control during your job search:

Who's hiring is beyond your control.

When the job search gods are smiling, your network or a job board presents you with a perfect job, employer, and location. However, most of the time, you're constantly refreshing job boards and contacting your network, hoping to see or hear of a suitable opportunity. You conjure up the right job and employer to suddenly become available.

However, you have control over your efforts.

Your job search will only progress if you devote enough time to it, which is no less than 6 hours daily if you're unemployed. Yes, some people seem to have jobs

land in their lap. Such people have embraced the value of cultivating, and maintaining, an extensive professional network. They are active on LinkedIn and regularly update their profile. Personal branding is something they take seriously. Consistent effort pays off!

Instead of envying those you think have it easier than you or have the success you wish you had, ask yourself what they're doing that you're not.

You can't control the job market.

The job market has always been in flux, but the World Health Organization declaring the COVID pandemic on March 11, 2020, has thrown it into even greater turmoil. Technology, AI, robotics, offshoring, wars, supply chain problems, and pandemics are all out of your control. All these activities and numerous others create economic shifts that directly impact your job search.

However, you can control how you react to the current job market.

Understanding the forces influencing the job market can help you target your job search and anticipate which industry is expanding and which are contracting. Additionally, you can better determine if and how your skills are transferrable to a new, growing industry.

You can't control whom you're competing against.

Regardless of your age, you'll always have to contend with someone younger, more skilled, and hungrier than you. (I know that truism hurts.) Often your competition is more qualified, charismatic, and articulate than you. A few months after my heartbreaking rejection, using LinkedIn, I looked up who'd been hired. After reading her profile, I thought to myself, "I would've hired her." She had 5 years more experience than me and a better pedigree of past employers. (Yes, the employers you have worked for do influence hiring managers.)

However, you have control over your preparation.

Stressing about your competition is counterproductive. Instead, focus on



Nick Kossovan

being well-prepared. Practice, practice, practice!

Interviews are essentially sales meetings. Speaking about yourself, your past achievements, and your strengths, in other words selling yourself, can feel unnatural. Practice, either by yourself or with a friend, talking about yourself as if you're a product employers must have to improve their business, whether it be increasing revenue, efficiency, or savings.

Another thing that's beyond your control, the hiring manager's final decision. However, you can control how you react and respond to rejection. I believe that for every "No" you receive, you're closer to a "Yes."

View your job search as a competition. (Believe me, it is.) Identify what you have control over and maximize them to give yourself every advantage, and that "Yes" you're after isn't far off.

Nick Kossovan, a well-seasoned veteran of the corporate landscape, offers advice on searching for a job. You can send him your questions at: artoffindingwork@gmail.com

Millen Farms

**80 Little Dyke Road
RR #1 Great Village**

**Fresh Frozen Berries
in Stores Now**

Thank you for shopping local.

902-662-3848

Warfarin INR tests done IN-STORE.

Call for details!

Guardian

Bayside Pharmacy
6044 Highway #2
Bass River
Tel: 902-647-2552

Hours of Operation:
Monday 9:30-7
Tuesday 9:30-5
Wednesday 9:30-5
Thursday 9:30-5
Friday 9:30-5

We administer the Shingles Vaccine. Prevention is the best medicine!!

We offer FREE local delivery – just let us know if you can't make it in and we will bring your prescription to your door!

Our pharmacists perform minor ailment prescribing!

Thank you to all of our loyal customers!

Sincerely,
Todd MacKinnon, Pharmacist Owner

RCMP Charge Man with Multiple Offences

By Maurice Rees

Joseph Wood, 39, of Upper Malagash has charged a man with multiple offences after an incident that began at a pharmacy on Main St. in Tatamagouche. On October 11, 2022, at approximately 11:30 a.m., Colchester County District RCMP responded to a report of mischief at a pharmacy on Main St. in Tatamagouche.

An RCMP officer learned a 39-year-old Upper Malagash man had damaged some shelves inside the pharmacy before heading out to the parking lot. While the RCMP officer was speaking to pharmacy staff, the man began damaging an RCMP car, before leaving the area in his own ve-

hicle.

The RCMP officer got into his damaged car and began attempting a traffic stop on the man's vehicle, however, the man turned the vehicle around and accelerated quickly while heading directly at the RCMP car. The RCMP officer took avoiding action and briefly left the roadway. The man then fled the area at a high rate of speed.

RCMP officers from Cumberland County District, Colchester County District, Northeast RCMP Traffic Services and RCMP Police Dog Services responded to the area in an effort to locate the man and his vehicle. Members of Nova Scotia RCMP Emergency

Response Team were also dispatched to assist.

At approximately 12 p.m., an RCMP officer located the man's vehicle on Hwy. 307 in Lower Wentworth. A spike belt was deployed and it successfully disabled the vehicle. The man was located standing outside his vehicle and was safely arrested.

Joseph Wood, 39, of Upper Malagash, has been charged with: Dangerous Operation of a Conveyance;

Assault on a Police Officer; Flight from Police; Mischief (2 counts). Wood was held in custody overnight and will appear in Truro Provincial Court on October 12th.

Scotia Metal Products Ltd

Metal Roofing & Siding

Made in Nova Scotia

Many Colours to choose from

Visit our showroom at

188 Joseph Zatzman Drive Dartmouth

902-468-7217

www.scotiametal.ca

DR. STEPHEN ELLIS

MP | CUMBERLAND—COLCHESTER

40 Inglis Place, Truro NS B2N 4B4
35 Church Street, Amherst NS B4H 3A5
stephen.ellis@parl.gc.ca · www.drstephenellismp.com
902-895-2863 / 902-667-8679