

JOB CANDIDATES: HOW TO AVOID BEING A “JERK.”

REVIEW THE RESPONSE TO A CLASSIFIED AD BELOW THIS MESSAGE.

WHAT IS UNIQUE ABOUT THIS LETTER IS THAT IT IS NOT WRITTEN BY THE JOB CANDIDATE.

IT IS A LETTER OF INTRODUCTION THAT THE JOB CANDIDATE’S COLLEAGUE HAS PROVIDED.

WHY IS THIS A USEFUL TWIST ON THE OLD IDEA OF A CANDIDATE LETTER?

HIRING AUTHORITIES ARE FEARFUL OF HIRING “JERKS:” PEOPLE WHO LOOK GOOD ON PAPER, KNOW HOW TO EMOTIONALLY BOND DURING THE JOB INTERVIEW.....AND CAN’T DO THE JOB.

EVERY EXPERIENCED HIRING AUTHORITY HAS A CLOSET FULL OF WAR STORIES ABOUT THE STRESS ASSOCIATED WITH THE MIS HIRING OF “JERKS.”

AND “JERKS” CAN HARM THE HIRING AUTHORITY’S CAREER.

THE BEST WAY OF AVOIDING HIRING JERKS IS TO CAREFULLY CHECK REFERENCES.

THIS JOB CANDIDATE ALREADY HAS SUPPLIED THE FIRST REFERENCE IN A UNIQUE WAY. THAT REFERENCE CAN BE CONTACTED.

TRUE JERKS WILL FIND IT HARD TO GET SOMEONE TO PUT THEIR NAME ON A LETTER. TRUE JERKS WILL NOT HAVE THE SPECIFIC “WAR STORIES” TO DEMONSTRATE INTERPERSONAL COMPETENCE.

REMEMBER: JOB SEARCH IS AN EXERCISE IN PRODUCT DIFFERENTIATION: WITHIN THE BOUNDS OF GOOD TASTE AND PROFESSIONALISM, FIND OUT WHAT YOUR COMPETITORS ARE DOING.

DON’T IMITATE THEM!

FEW OF YOUR COMPETITORS USE THIS TECHNIQUE.....

CLASSIFIED AD ON INTERNET:

SUBJECT: Introducing Robin Smith

While doing my own job search, I came across your ad for an Office Manager.

The job is not right for me, but I know someone who would be a great candidate.

My friend and colleague Robin Smith clearly has the skill-sets you are seeking. Enclosed please find her resume.

Your ad speaks about having a “people pleaser personality” and “excellent interpersonal skills.” Let me tell you a story about Robin Smith:

One of our most important clients was in the waiting room. His attorney was on the phone with the Securities & Exchange Commission advocating why this client’s complex acquisition should be approved and our client was nervous. A husband and wife in the middle of a bitter divorce battle walk in the office and continue to bicker with each other while waiting for an appointment with their attorney.

Robin is told about the situation.

On one hand, she does not want to be rude to any client. On the other hand, this important, nervous client is getting more nervous sitting in the waiting room.

Robin walks up to the important client and tells him that she would like to give him a tour of the office facilities. When they leave the waiting room, she tells him that her real mission was to get the client out of the waiting room and into a conference room where he could quietly make calls to his office.

The client was appreciative of the gesture and the bickering couple was not offended.

This small story illustrates Robin’s tact.

If you have any further questions do not hesitate to contact me.

June Jones

Enc: Robin Smith resume

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