

Focus



Getting a professional position in a tough world...

Jim Thompson © 2005

jthompson@nipimpressions.com

NEW SUBJECT

A few surprises...

Unconventional wisdom

1. There is not a shortage of positions—*there is a shortage of qualified applicants*. This is true in good times and bad, ancient history to today.

A few surprises...

Unconventional wisdom

1. There is not a shortage of positions—there is a shortage of qualified applicants. This is true in good times and bad, ancient history to today.
2. I can count on two hands the number of truly qualified employees I have met in 34 years of professional life.

A few surprises...

Unconventional wisdom

1. There is not a shortage of positions—there is a shortage of qualified applicants. This is true in good times and bad, ancient history to today.
2. I can count on two hands the number of truly qualified employees I have met in 34 years of professional life.
3. I can count on one hand with several fingers chopped off the number of excellent managers I have met in the same period of time.

A few surprises...

Unconventional wisdom

1. There is not a shortage of positions—there is a shortage of qualified applicants. This is true in good times and bad, ancient history to today.
2. I can count on two hands the number of truly qualified employees I have met in 34 years of professional life.
3. I can count on one hand with several fingers chopped off the number of excellent managers I have met in the same period of time.
4. Of the dozens of assistants (secretaries) I have had over that period of time, I can name only two, Karen D. and Trish S., who were competent.

A few surprises...

Unconventional wisdom

1. There is not a shortage of positions—there is a shortage of qualified applicants. This is true in good times and bad, ancient history to today.
2. I can count on two hands the number of truly qualified employees I have met in 34 years of professional life.
3. I can count on one hand with several fingers chopped off the number of excellent managers I have met in the same period of time.
4. Of the dozens of assistants (secretaries) I have had over that period of time, I can name only two, Karen D. and Trish S., who were competent.
5. Demonstrate that you can be and then prove by your actions that you are a qualified and serious employee and you will always have an excellent job with one exception...

A few surprises...

Unconventional wisdom

1. There is not a shortage of positions—there is a shortage of qualified applicants. This is true in good times and bad, ancient history to today.
2. I can count on two hands the number of truly qualified employees I have met in 34 years of professional life.
3. I can count on one hand with several fingers chopped off the number of excellent managers I have met in the same period of time.
4. Of the dozens of assistants (secretaries) I have had over that period of time, I can name only two, Karen D. and Trish S., who were competent.
5. Demonstrate that you can be and then prove by your actions that you are a qualified and serious employee and you will always have an excellent job with one exception...
6. If you are unfortunate enough to land in an organization full of slackers (they exist in abundance), they will drive you out, and in so doing actually do you a favor.

The world of employment is full of
slackers.

It is not like college.

***It is like high school or middle
school.***

*[I wish I could take credit for this last
statement, but I cannot, it was made by
Harry Beckwith who has written a great
series of books on sales methods {Selling
the Invisible, The Invisible Touch, etc.}]*

NEW SUBJECT

The biggest problem you have is that you do not know what you want

You have perceptions about

1. Big company vs small company
2. Engineering, technical, research, operations, sales

The biggest problem you have is that you do not know what you want

You have perceptions about

1. Big company vs small company
2. Engineering, technical, research, operations, sales

***But you really do not know what
they are like...***

***... because you really do not
know what environment you
truly want to work in ...
You are functioning on
assumptions and perceptions.***

NEW SUBJECT

I am going to take the role of the interviewer

Opening comments:

1. Life gets serious now

I am going to take the role of the interviewer

Opening comments:

1. Life gets serious now
2. For the first time in your life, you are going to become ***engaged in an activity where your personal actions as an employee will result in legal issues***

I am going to take the role of the interviewer

Opening comments:

1. Life gets serious now
2. For the first time in your life, you are going to become engaged in an activity where your personal actions as an employee will result in legal issues
3. Now, when you do calculations or research for a project, ***the consequence of bad work is far worse than just getting a bad grade***—they can cost your employer real money and, if serious enough, can cause real safety issues endangering human beings, which can cost your employer catastrophic sums.

I am going to take the role of the interviewer

Opening comments:

1. Life gets serious now
2. For the first time in your life, you are going to become engaged in an activity where your personal actions as an employee will result in legal issues
3. Now, when you do calculations or research for a project, the consequence of bad work is far worse than just getting a bad grade—they can cost your employer real money and, if serious enough, can cause real safety issues endangering human beings, which can cost your employer catastrophic sums.
4. Although a corporation is a pile of legal documents, you will always be dealing with human beings. They may act as agents of a corporation, but they still have their own experiences, education and prejudices that they drag along.

I am going to be thinking of these things as I interview you. *If you want a job with me, you will demonstrate that you know about them, too.*

***You will be better prepared if you
drop the word “Interview” from
your vocabulary and think
“Audition”***

NEW SUBJECT

Assume...

- I am tough and expect you to be the same

Assume...

- I am tough and expect you to be the same
- I do not care what your hobbies or extracurricular activities are unless you can show me how they will help make you a better employee

Assume...

- I am tough and expect you to be the same
- I do not care what your hobbies or extracurricular activities are unless you can show me how they will help make you a better employee
- I expect you to know little despite what you may think you know

Assume...

- I am tough and expect you to be the same
- I do not care what your hobbies or extracurricular activities are unless you can show me how they will help make you a better employee
- I expect you to know little despite what you may think you know
- ***I view employees as a necessary evil*** and have no social conscience reason for hiring you

But most of all assume...

I expect all candidates from your school to be of high academic caliber. I am using the AUDITION process to determine your other important qualities, good and bad, that will help me make a decision on hiring or not hiring you specifically. These are things like energy, honesty, motivation, commitment, passion and so forth. ***These are what an AUDITION is really about.***

I am AUDITIONING you

To determine if you are ready, willing and able to accept

The Hot Breath of Accountability

NEW SUBJECT

Twelve ways to be assured of not getting a job

- Show up one minute late, I don't care what the excuse is

Twelve ways to be assured of not getting a job

- Show up one minute late, I don't care what the excuse is

If you show up late, you better be dead.

Twelve ways to be assured of not getting a job

- Show up one minute late, I don't care what the excuse is

Come a day ahead of time. Drive around, know the facility, the town and my company's role in it. You will for sure be on time and have an understanding of how my facility fits into the immediate community.

Twelve ways to be assured of not getting a job

- Show up one minute late, I don't care what the excuse is
- Have metal or minerals sticking through your body any place other than one per each ear lobe of females

Twelve ways to be assured of not getting a job

- Show up one minute late, I don't care what the excuse is
- Have metal or minerals sticking through your body any place other than one per each ear lobe of females
- Have a haircut and/or facial hair other than that which would be found on a conservative banker

Twelve ways to be assured of not getting a job

- Be dressed any way other than as a conservative banker

Twelve ways to be assured of not getting a job

- Be dressed any way other than as a conservative banker
- Not carrying a note pad and writing instrument

Twelve ways to be assured of not getting a job

- Be dressed any way other than as a conservative banker
- Not carrying a note pad and writing instrument
- Ask me, “What do you do here?”

Twelve ways to be assured of not getting a job

- Be dressed any way other than as a conservative banker
- Not carrying a note pad and writing instrument
- Ask me, “What do you do here?”
- Fail to memorize my web site

Twelve ways to be assured of not getting a job

- Be dressed any way other than as a conservative banker
- Not carrying a note pad and writing instrument
- Ask me, “What do you do here?”
- Fail to memorize my web site
- Fail to have at least a basic understanding of our raw material supply chain, manufacturing process and sales chain

Twelve ways to be assured of not getting a job

- By asking questions about benefits, salary, working hours and so forth

Twelve ways to be assured of not getting a job

- By asking questions about benefits, salary, working hours and so forth
- By asking how I will compensate you for the trip (it is ok to ask this as you go out the door, if I have obviously forgotten to bring it up first)

Twelve ways to be assured of not getting a job

- By asking questions about benefits, salary, working hours and so forth
- By asking how I will compensate you for the trip (it is ok to ask this as you go out the door, if I have obviously forgotten to bring it up first)
- Let your cell phone ring or even look at it

Twelve ways to be assured of not getting a job

- By asking questions about benefits, salary, working hours and so forth
- By asking how I will compensate you for the trip (it is ok to ask this as you go out the door, if I have obviously forgotten to bring it up first)
- Let your cell phone ring or even look at it
- Do or say anything that puts your interests ahead of my company

***And I can deny hiring you for
any reason of the previous
twelve without ever running
afoul of labor employment laws
any place in the United States***

NEW SUBJECT

Twelve ways to positively stand out & have a chance of employment...

- Show a genuine interest in my company and knowledge of my company

Twelve ways to positively stand out & have a chance of employment...

- Show a genuine interest in my company and knowledge of my company
- Confirm your audition a day ahead of schedule including verification of exact place and time you are supposed to appear

Twelve ways to positively stand out & have a chance of employment...

- Show a genuine interest in my company and knowledge of my company
- Confirm your audition a day ahead of schedule including verification of exact place and time you are supposed to appear
- Bring transcript, notepad, writing instrument

Twelve ways to positively stand out & have a chance of employment...

- If I take you out to eat, being of impeccable manners and eating lightly

Twelve ways to positively stand out & have a chance of employment...

- If I take you out to eat, being of impeccable manners and eating lightly

An audition meal's purpose is not to feed you—it is to see how you behave in such a setting—it is an AUDITION. Do not be high maintenance—I don't care if your steak was marinated in Listerine[®], politely eat a moderate portion anyway and with a smile on your face.

Twelve ways to positively stand out & have a chance of employment...

- If I take you out to eat, being of impeccable manners and eating lightly
- Adroitly link your personal experience to ways you will be able to help my company

Twelve ways to positively stand out & have a chance of employment...

- If I take you out to eat, being of impeccable manners and eating lightly
- Adroitly link your personal experience to ways you will be able to help my company

By “help my company” I mean make the invoice printer spin—the only reason my company employs anyone.

Twelve ways to positively stand out & have a chance of employment...

- If I take you out to eat, being of impeccable manners and eating lightly
- Adroitly link your personal experience to ways you will be able to help my company
- Show an understanding of the concept that I expect to earn a decent return on employing you

Twelve ways to positively stand out & have a chance of employment...

- If I take you out to eat, being of impeccable manners and eating lightly
- Adroitly link your personal experience to ways you will be able to help my company
- Show an understanding of the concept that I expect to earn a decent return on employing you

After all, why would anyone hire someone to break even on them?

Twelve ways to positively stand out & have a chance of employment...

- Memorize the names and positions of everyone you meet on your day long audition at my facility and bring up one or two of them in the closing audition

Twelve ways to positively stand out & have a chance of employment...

- Memorize the names and positions of everyone you meet on your day long interview at my facility and bring up one or two of them in the closing interview
- Show respect to everyone you meet at my facility, regardless of their position

Twelve ways to positively stand out & have a chance of employment...

- Memorize the names and positions of everyone you meet on your day long interview at my facility and bring up one or two of them in the closing interview
- Show respect to everyone you meet at my facility, regardless of their position

After all, if they have a job with me, they are making the invoice printer spin and I am making a return on employing them—you should be so lucky.

Twelve ways to positively stand out & have a chance of employment...

- Memorize the names and positions of everyone you meet on your day long interview at my facility and bring up one or two of them in the closing interview
- Show respect to everyone you meet at my facility, regardless of their position
- Recognize my safety rules if I tour you through the facility, and, if in doubt ask about them

Twelve ways to positively stand out & have a chance of employment...

- Put a hand written thank you note in the US mail before you leave my town so it will have my postmark on it. Do one for everyone you meet at my facility

Twelve ways to positively stand out & have a chance of employment...

- Put a hand written thank you note in the US mail before you leave my town so it will have my postmark on it. Do one for everyone you meet at my facility
- Call me or my assistant the day after the audition and ask if you can provide any follow-up documentation

Twelve ways to positively stand out & have a chance of employment...

- Put a hand written thank you note in the US mail before you leave my town so it will have my postmark on it. Do one for everyone you meet at my facility
- Call me or my assistant the day after the interview and ask if you can provide any follow-up documentation
- Send a second thank you note (with different wording) one week after the audition

Do these, and you may have a chance of receiving an offer, but more importantly...

You have stayed in control of
the process.



You have stayed in control of
the process

***And you have a chance of
winning***

Postscript:

You may think you do not want to work for a person as tough as me or an organization as tough as mine...

But be warned...

Any organization that does not focus on employees that make a return or is content to spend resources on anything that does not spin the invoice printer is going out of business sooner or later. Is that where you want to work (until they close)?