

# Getting a professional position in a tough world...

Jim Thompson © 2005

[jthompson@nipimpressions.com](mailto:jthompson@nipimpressions.com)

**NEW SUBJECT**

# A few surprises...

Unconventional wisdom

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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.

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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.}]*



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# 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

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***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:

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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.

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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”***

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- 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



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***If you show up late, you better be dead.***

# Twelve ways to be assured of not getting a job

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***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.***

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- 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

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- Be dressed any way other than as a conservative banker

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- 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

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- Let your cell phone ring or even look at it

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- 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***

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# 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

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*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<sup>®</sup>, politely eat a moderate portion anyway and with a smile on your face.

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- Adroitly link your personal experience to ways you will be able to help my company

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

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

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- 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



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- Show respect to everyone you meet at my facility, regardless of their position

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***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

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- 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

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- 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)?***