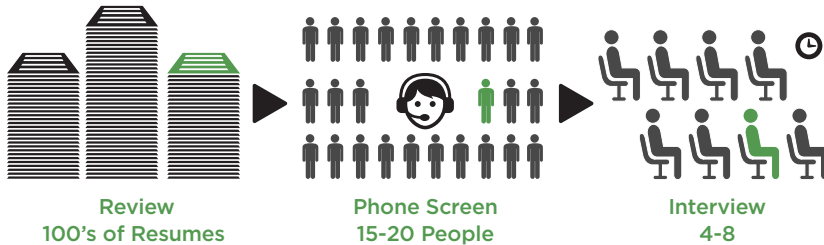


Step 14: Job Matching

Job Matching: Your Golden Key for Interviewing

During the average first round, Hiring managers will:



This means they will be overwhelmed with resume bullet points and overstated accomplishments from candidates. Sometimes the interview process is disrupted by company projects, leading to a drop in their recollection of specific aspects of the candidates. In order to be memorable and really stand out above all other candidates, we have discovered that Job Matching is your golden key. Job Matching is when you focus all of your communications with the hiring manager on matching your skills and experience directly to the top priorities you believe the hiring manager has for the position (winning factors).

- 1 **Research Employer's Needs:** Research the winning factors such as the job requirements, goals, pain points, and culture aspects of the staff.
- 2 **Match Yourself To Their Needs:** Narrow their needs down to the 3-5 most important winning factors. Research what the company does, and what they are seeking in the open position. Seek to understand the company Mission Statement and Values. The Mission Statement and Values contains their lingo. You can adopt their lingo to demonstrate you are like one of the team.

Time For Training

You do not have to wait until you have a job interview scheduled to practice your interviewing skills.

The Most Common Reasons People Do Not Get the Job Offer

- × Poor Appearance
- × Too aggressive with self promotion instead of answering questions and discussing the position
- × Unable to answer questions clearly, without being long-winded
- × Didn't demonstrate interest in the company or enthusiasm to do the job
- × No obvious preparation or taking notes
- × Too much emphasis on money, benefits, time off
- × Focused more on the next career step than the current job
- × Spoke ill of former employers or blamed others for the reasons left each job
- × Late arrival to the interview
- × Did not ask any questions about the boss, position, company

Example:

"Seeking an accomplished new business developer."



Their Priorities:

Accomplished in new business development.



Your Matched Version:

"I have earned the Top New Customers Award the last three years."

