

EP. 18 - The Type of Job You Want vs. The Type of Job You'll Get

Overview

This video discusses the critical distinction between the type of job you want and the type of job you will likely secure, emphasizing that there is often a gap if you are not fully prepared for the role you're targeting. The presenter explains that understanding the roles of different professionals such as recruiters, mentors, and career coaches is key to navigating the job market successfully. It also emphasizes the importance of self-evaluation and ensuring that your qualifications match the expectations of the jobs you are applying for.

Key Points

1. Understanding Different Roles

- **Recruiters:** Focus solely on matching qualifications with the client's job requirements. They are not there to guide your career or help with your resume or LinkedIn profile.
- **Mentors:** Offer guidance and advice on leveling up in your career, helping you understand where you are going right or wrong.
- **Career Coaches:** Provide specific assistance with career-related challenges, such as resumes, cover letters, and interview preparation.

2. Aligning Your Experience with Your Goals

- The job you want and the job you're qualified for are often not aligned. For example, if you aim to transition into a new industry, like technology, but have experience in unrelated sectors (e.g., automotive or logistics), your transferable skills might not be enough without relevant industry experience.

- Recruiters and employers prioritize candidates who already have experience in the specific industry or role they are hiring for. Even if you possess similar responsibilities in a different industry, they may not see your skills as fully transferable.

3. Self-Evaluation

- Before applying for any job, it's crucial to critically evaluate your resume and skills. Understand what is relevant to the role and what is not. Don't expect a recruiter or hiring manager to connect the dots for you.
- If you're aiming for a management or leadership position without prior leadership experience, it's vital to first build that experience.

4. Job Market Realities

- Overconfidence or lack of ambition can hold you back. Be realistic about your skills and experience.
- The market is competitive, and you may be overestimating your qualifications, especially when applying to roles outside of your current industry or skillset.
- Entry-level positions can also be misleading, as many require more experience than the title suggests.

5. Resume and Experience Evaluation

- For **junior sales professionals**, relevant degrees, certifications, and quantifiable achievements are essential.
- For **senior sales professionals**, focus on leadership experience, strategic achievements, long-term client relationships, mentorship, and thought leadership.
- Always quantify results and provide specifics, such as percentage increases in sales, to make a strong impact.
- Be honest on your resume. Getting a job by overstating your qualifications could result in being terminated if you can't meet the expectations.

Conclusion

The gap between the job you want and the job you are likely to get stems from how well you align your qualifications with the job's requirements. Understanding the roles of recruiters, mentors, and career coaches will help you navigate your job search more effectively. Above all, being critical of your resume and realistic about your

experience is key to avoiding mismatches and increasing your chances of securing a role that fits your skills and aspirations.