

# EP. 19 - How You Get Hired

## Overview

This episode discusses the factors that influence how hiring decisions are made and how candidates can best position themselves to secure the right job. The focus is on understanding the company's perspective, the interview process, and how to evaluate yourself and the job you're applying for to ensure it's a good fit. It also covers the risks of moving too quickly through the hiring process or attempting to level up without the necessary experience.

## Key Points

### 1. Understanding the Hiring Process

- Candidates often regret their job choice because they didn't do enough research on the company, its culture, or the role itself. In most cases, they also fail to ask the right questions during the interview process.
- The hiring process should focus on finding a job that aligns with your lifestyle, skills, and competencies, rather than simply aiming for higher pay or a better title. Success comes from securing a role where you are valued and can contribute meaningfully.

### 2. What Happens Behind the Scenes

- Leadership teams in companies base their decisions on three key principles: achieving product-market fit, increasing profitability, and minimizing costs. From their perspective, employees need to directly contribute to these goals.
- If you're not adding value by contributing at least as much as you cost the company (including salary, benefits, and additional expenses), you may be seen as a liability.
- It's important to recognize that employees are evaluated as numbers in the business. If you are not driving revenue or profitability, you could be considered expendable.

### 3. The Evaluation Process

- Different companies have different approaches to the hiring process, from structured multi-stage evaluations to informal and disconnected interviews. Understanding this process is essential to gauge where you stand and how you are being evaluated.
- Interviews can follow either a collaborative or blind process. In a collaborative process, interviewers share feedback during the hiring stages, whereas in a blind process, candidates meet multiple people individually, with final decisions made afterward.
- Candidates are often kept as a backup option while companies explore other applicants, which may not be communicated to the candidate.

#### **4. Concerns with Immediate Hiring Decisions**

- If a company offers you a job after just one interview, you should be cautious. A single interview is not enough time to assess whether the company and the role are truly a good fit for you.
- Asking for a follow-up meeting to discuss the role further shows intelligence, thoroughness, and respect for the opportunity. It demonstrates that you're looking for a long-term career, not just a quick fix.

#### **5. The Recruiter's Perspective**

- Recruiters and hiring managers can sense desperation in candidates. If you're currently employed and confident, you'll likely be more attractive to employers. In contrast, candidates who are unemployed and actively searching may come across as less desirable due to their perceived neediness.
- Maintaining a confident, calm approach during the interview process, regardless of your job situation, is key to success.

#### **6. Why Leveling Up Is Challenging**

- It's generally easier to find a job that is similar to what you're currently doing than to land a promotion or level up. Most companies are not willing to take the risk of promoting someone who doesn't have direct experience in the role.
- If you want to move from an individual contributor to a management role, it's usually better to seek that opportunity within your current company, where your track record is known.
- If you aim to transition into a new industry (e.g., from marketing to sales or from supply chain to technology), you need to carefully evaluate your skill set and demonstrate why hiring you is a lower risk than hiring someone with direct industry experience.

## Conclusion

Successfully getting hired involves more than just having a polished resume or acing an interview. It requires understanding how companies make decisions, how you are evaluated, and how to position yourself as a valuable, low-risk candidate. Whether you're aiming for a similar role or trying to pivot into a new industry, careful self-assessment and confidence during the interview process are key to landing a job that fits both your skills and career goals.