

# FIRED — TO — HIRED

**The Guide to Effective Job  
Search for the Over 40s**

Paul Di Michiel

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*This book is dedicated to anyone who has ever suffered the pain of unexpected job loss and the subsequent, often challenging, job search that accompanies it.*

*It's for anyone who has been kept awake at night wondering how they will find a job in a tight market, and how they will support themselves and their family while their finances are dwindling.*

*It's for anyone who doesn't know where to start in job search in a world that has changed since they last moved on from jobs or companies.*

*In particular, the book is aimed at jobseekers aged forty and over who remember the days when applying for jobs was much easier and usually more fruitful.*

*For jobseekers everywhere, I offer this book to help in pursuit of your next job: not just any job, but one that you will love and in which you will prosper.*

*May success be yours.*

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## INTRODUCTION

What does it mean to be over forty? Some see it as the first real step into adulthood or maturity, while for others it's the first stage on the downward slide to old age. What about you?

Many believe there is not much to be joyful about in turning forty, maybe because it reminds us of our mortality and the belief that our lives may be half over. In many cases grandparents will have passed away, and often one or both parents have also died. We become more conscious of our position on the conveyor belt of life, which keeps moving every day, taking us closer to the end.

People often remark on how quickly time passes by, how fast children grow up, and how rapidly each week, and weekend, disappears. Sayings such as 'over the hill', 'past it', 'one foot in the grave' and 'all downhill from here' start to creep into our speech, or are mockingly shared by younger relatives and friends, to which we stoically respond, 'Don't worry, you'll understand one day.'

According to the Australian Bureau of Statistics, the median age of the Australian population is 37.3 years. In other words, half the population of twenty-three million people is younger than 37.3 years old, and half is older. This median is increasing all the time, reflective of our ageing population. If you are a male aged forty, you can expect

to live to 81.3 years, and if you are a female, 84.2 years. There are 3.6 million males aged forty to sixty-four in Australia, and 3.7 million females in the same age range. That means a total of around 7.3 million people, or roughly one-third of Australia's population, are in the forty to sixty-four-year age bracket. This is the age bracket that makes up a large section of the Australian workforce.

## **What happens after you turn forty?**

You may have put on a little more weight and are finding it harder to keep it off. Physical exercise has either taken a back seat, or you have succumbed to a slowing metabolism. You may find that your eyesight is not what it used to be, and eyeglasses are necessary for reading or long distance.

Your hearing may have declined, something that is not helped by teenage children blasting music through the house at 115 decibels or more. Your skin has become a little more wrinkled, and specks of grey may be starting to appear in your hair, which may also be disappearing. You look in the mirror and wonder what happened to that youthful, vibrant and energetic person you used to see.

The psychologist Elliot Jacques coined the phrase 'midlife crisis' to describe that moment when adults acknowledge their mortality and how little time they have left. This crisis may include discontentment or boredom with life, or with the lifestyle that has provided fulfilment for a long time. It can also extend to employment. Perhaps you are questioning your career path, and whether you want to continue on this path for the next ten, twenty or thirty years.

You may want to jump off the corporate bandwagon and find something stress free; an escape from reality and all the pressures that come with it. You may feel restless and want to do something completely different career-wise, such as buy a milk run (a running joke of mine for many years during my forties).

You may also find yourself thinking more about the meaning of life, becoming more spiritual and questioning the direction your life is taking. You may experience an increased reliance on alcohol, food or drugs; changes in sexual desire, including having affairs, often with someone younger; and decreased or even increased ambition.

By the time you reach forty, you may have spent twenty years in the workforce and have taken on larger roles with more responsibility and remuneration. You may have purchased a home, which the bank allows you to inhabit, and be steadily paying off a mortgage. You may have teenage children to feed, clothe and house. You may be reasonably well off, although you would not describe yourself as wealthy. Losing your job could threaten your financial situation immeasurably; the mortgage will still be debited from the bank account every month, utility and petrol costs will continue to spiral, and teenage children continue to empty the refrigerator, attend endless school excursions, and ask for money to go with friends to the mall.

You may feel left behind technologically, always in catch-up mode. The pace of change in this area has been incredible. Those who remember cassette tapes, and the CDs that superseded them, must now learn about memory cards and cloud computing.

Job search has also been touched by the technical revolution. There are many online job boards where you can view and apply for jobs as well as post your resume and other relevant details for potential employers.

If you haven't had to search for a job for a few years it can be hard to know where to even start within this ever-increasing and mystical technological realm.

But it's not all doom and gloom. Turning forty also has an upside. You are more mature and experienced. You have made mistakes and learned from them. You have been in relationships, possibly travelled, and worked in different organisations in different roles with, and for, different people. You may have experienced the joys and frustrations of raising children, wondering how on earth your teenagers came from your gene pool.

To a large extent you will have got things out of your system by the age of forty and discovered more about yourself. You may have achieved success, proving it's never too late to realise long-held ambitions; there's no reason to give up simply because you're a certain age.

The actor Samuel L. Jackson was a bit-part actor struggling to get by until his forties, when he landed a role in *Pulp Fiction* and achieved international recognition and fame. Henry Ford invented the model-T Ford when he was in his forties. Charles Darwin wrote his definitive book *On the Origin of Species* in later life. Ray Kroc bought and grew McDonalds into one of the world's largest and most successful fast-food chains when he was in his fifties. Arnold Schwarzenegger became governor of California at fifty-six. The actress Pamela Stephenson completed a PhD and became qualified as a psychologist at the age of forty-seven.

The point is that the main barrier to achieving your goals is probably you. Maybe you've convinced yourself that because of your age your goal is beyond your reach. A large part of success in job

search is having the right mindset, motivation and practical approach to landing that next great job.

One of my clients, in our early coaching sessions, had been a little flat and unenthusiastic. He was getting over his redundancy and was feeling worn down by job search, which had included a lot of rejection. But a different person turned up to his next session; he had had some time to process things, be clearer about his career goals, and build confidence in his abilities. He was enthusiastic, active, animated and eager. He was excited about the challenge of finding his next job. While conscious of his developmental needs and potential barriers in job search, he was now more focused on what he could contribute to organisations rather than what he could not do.

Losing a job is just one of the myriad challenges we face as part of the human condition. According to the Social Readjustment Rating Scale developed by Thomas Holmes and Richard Rahe,<sup>1</sup> job loss is the seventh most highly rated life-stress event (with death of spouse, divorce, marital separation and a jail term the top four).

The purpose of this book is to pass on the value of my experience so you can better cope with—and meet—the challenge of job loss while moving onto your next job sooner. If you're between jobs, thinking about leaving a job, or simply have an interest in being more effective in job search, this book is for you. It is full of tips and practical guidance for anyone in job search. You will find all the information you need to navigate the challenges of modern-day job search and remove the associated fear while putting your best foot forward and confidently finding that next great job. There are no complex theories,

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<sup>1</sup> 'The Social Readjustment Rating Scale', Thomas H. Holmes and Richard H. Rahe, *Journal of Psychosomatic Research*, volume 11, issue 2, August 1967, pages 213–218.

models or solutions, only good, practical and proven advice to give you the edge in job search.

I won't wrap you up in complicated theory, buzzwords, models or other bunkum that can be found in similar books (usually written by people who have no corporate experience, have never been in the job market, and have never experienced job loss). All the content is borne of honest, practical, effective and proven strategies, no more and no less.

My key driver is that you don't need to feel that you're going through redundancy or job search alone. You can benefit not only from my experience but others' as well; I regularly cite examples from clients I have worked with.

In chapters 1 and 2 I talk about the experience of job loss and how different elements or variables can help or hinder your job search.

In chapter 3 I offer direction if you're unsure about what your next role will be. No one can tell you what to do next, and nor is the answer likely to come to you in a flash of inspiration, but I can provide some structure to direct the thought processes and actions involved in planning for your next role.

Chapter 4 focuses on the most obvious means of job search: online job boards. This includes sites such as SEEK, probably the most visible player in the market, although not the only one. For those interested in learning more about SEEK, in the appendix you will find an interview I conducted with a senior executive of that organisation.

Chapter 5 covers cold calling and networking, additional methods of job search. Networking in particular is an important approach, given that most jobs are not advertised and employers are increasingly relying on contacts to source their employees. The belief that it's not what you know but whom you know is a key aspect of effective job search.

In chapters 6 and 7, the focus is on the role of recruiters in job search. Many people are unaware that recruiters work for the hiring company and not the job seeker. In the course of finding applicants for the hiring companies, however, they do perform a valuable service for jobseekers as well. I offer advice on selecting the best recruiters, and getting the most from them.

Chapters 8 and 9 cover the resume, the most basic collateral of job search. There are diverse opinions about resumes: how they should be written, how long they should be, what information they should contain and so on. The formula I present will markedly increase your chances of not only getting to interview but also landing that next great role.

In chapter 10 I show you how to craft a cover letter that will raise the interest of potential employers by easily and quickly matching you with the requirements of the role. I provide a template that has been positively received by hiring managers, human resources staff and recruiters.

Chapter 11 delves into the wonderful world of LinkedIn, the world's largest online professional forum. Through LinkedIn, you can develop a professional social-media presence (also known as your online brand), view advertised jobs and—possibly most importantly—connect with people beyond your immediate network or circle of contacts. Used in conjunction with networking, LinkedIn is an invaluable resource.

The penultimate stage of job search, the interview, is covered in chapters 12 to 18. Each chapter offers great practical advice, of particular value to those who haven't interviewed for a number of years. If you're worried about the job interview, these chapters are for you.

Chapter 19 covers reference checks, which usually come toward the end of the selection process. If managed well, these can be a significant differentiator in giving you the edge over other shortlisted candidates.

Chapter 20 explains what to do for the best outcome when you're offered a job.

Chapter 21 covers the transition from unemployment, or previous employment, to your next job.

Finally, chapter 22 offers direct advice from the people who act as the main gatekeepers and influencers in the hiring process: human resources professionals. The collective wisdom and practical advice of senior HR executives offers a vital look into the other side of the employment equation.

Ultimately the goal of this book is to increase your knowledge and skills in job search, thereby significantly improving your chances of being offered the job you want, whether you are in a job you don't like, or have recently lost your job due to redundancy. The strategies in this book will help you obtain the best possible outcome.

Happy reading, and I wish you every success in your job search.

— PART 1 —

# TAKING STOCK AND PLANNING FOR SUCCESS

— CHAPTER 1 —

# LOSING YOUR JOB

*'You cannot create experience. You must undergo it.'*

—Albert Camus

If job search were easy, there wouldn't be the volume of information online, in books and the media, and in other sources that explain how to find a new role. The fact is, losing a job and having to find another can be very challenging. Unlike times gone by, it's not simply a matter of sending off a few applications and eventually landing a role. The job market is competitive, and advertised positions will produce a number of applicants, most of them qualified and well able to do the job. This means it's a great market for employers but a difficult one for those looking for that elusive next role.

After the relative security of having a job, you're now officially between jobs and marked with the label *unemployed*.

Despite losing your job through no fault of your own, this label has a negative connotation.

During my own experience of unemployment, I felt like an outsider and my confidence was affected. I could see everyone else going off to work in the morning and wondered why I was singled out to lose my job. How was I different? Why was I picked to lose my job when multitudes of other people were unaffected? I knew I was good at what I did, but despite that I found myself out of work and trying to get back into the market.

Everyone faces slightly different challenges during job loss and subsequent search, but there are some common elements. In this chapter I run through many of the obvious and not so obvious areas to be aware of and to counter during job search, beginning with a look at the bigger picture. By understanding the overall concept, you will be better equipped to develop your own methods of job search.

## **The economy and unemployment**

It goes without saying that if businesses are not successful and growing, they are less likely to hire people and more likely to let them go. In 2014 the Australian Bureau of Statistics reported that Australia hit its highest level of recorded unemployment in twelve years (6.4 percent). This followed a surprising drop in job growth. Jobs were created, but those looking for work exceeded this growth.

The economic situation is what it is, however, and it doesn't help anyone to dwell on the statistics as an excuse for not finding work. Yes, it's difficult to find work, but not impossible. There are jobs cropping up all the time.

The information presented in this book will give you the information, strategies and tactics to win this battle and swing the odds of finding a job in your favour, even if unemployment figures are high or going up.

## **Time of year**

In Australia you'll generally find fewer jobs in December and January. This is the summer holiday season, when people pack up the family car and head off down the motorway to the caravan park or holiday house for a few weeks of takeaway fish and chips and sunburn. Unfortunately, there always seem to be excuses at other times of the year as well to explain why companies are not hiring.

The end of the financial year is when many companies hire new staff, possibly getting in before they lose their hiring budget. Or they might have spent their budget already and are waiting for the new financial year to see if they will get additional hiring funds. Easter and other nationally celebrated holidays are other times of the year when companies stop hiring. This can be extremely frustrating for anyone desperate to find a new job.

In my opinion, the prime time for finding a job in Australia is between May and November; there are fewer public holidays, and it's a long stretch until the national annual-leave period over summer. However, there are jobs available throughout the year. If a company needs a resource, whether it's in March, September or even January, they will start recruiting for the job. This could be in an indirect way, such as posting internally for employees, or nominating people they know for the job.

The key message here is not to give up on job search completely come December, with the intention of restarting in February. By all means have a break and recharge as needed, but keep in mind that those months of downtime are an excellent time to network (see chapter 5). Not everyone has the luxury of taking off both December and January; there will still be people at work, including hiring managers.

## Perceptions of age

According to a report produced by the Australian Institute of Management,<sup>2</sup> the Australian Bureau of Statistics and the United Nations classify workers and jobseekers as old at age forty-five, as does the Commonwealth Age Discrimination Commissioner. For those who thought old was seventy or beyond, it can be depressing to find that officially you're old at forty-five.

You can't miraculously revert to forty-five unless you have access to a time machine, a plastic surgeon, or someone to forge your birth certificate, but try to avoid building barriers for yourself by blaming your age. Very often age is thrown up as a major, self-constructed barrier to job search. I often hear people exclaim, 'I'm too old, who'd want to hire me? Employers only want younger people.'

While it's generally true that it takes those of a certain age and maturity longer to find a job, it's not an insurmountable barrier or obstacle to success. Don't give up before you've even started. Look at your age as a gift: a gift of experience; of wherewithal,

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<sup>2</sup> 'Engaging and Retaining Older Workers', Australian Institute of Management, February 2013.

knowledge and understanding that mere pups under forty can't begin to comprehend.

People are people, however, and many hold prejudices, whether it's against age, religion, skin colour, sexual proclivity, height (or lack of it) and other anatomical features, personality, and cultural customs. These prejudices may extend to age and it's possible that you will be discounted for an available job because you remember black-and-white TV, the day Elvis died, or the Apollo 11 landing.

Despite the fact that such behaviour is unlawful, it still happens, albeit usually indirectly. One individual I spoke with had gone through a lengthy job search process, but he said there was only one occasion when age appeared to be a barrier. He had applied for a job and was invited for an interview, where he spoke with a female manager at least a decade younger than himself. During the interview she made subtle references to youth, referring to the 'young dynamic' in the company. He did not get the job, and presumably his age was at least one of the reasons behind this decision.

I say forget those people and the companies they work for; you probably don't want to work there anyway. Fortunately such people are in the minority, and there are many more enlightened and smart people and organisations that value the decades of business acumen older people bring to the workplace. They recognise the value of experience, and the skills, maturity and stability that come with it.

The best way to present yourself, regardless of age, is by the skills you bring to the table and how well you match the requirements of the job. The whole selection process is a matching exercise, so your best chance is to ensure you fit the job on offer. Believe in yourself, and don't be afraid to convey this belief as you progress through the process.

## Emotions

Understandably, job loss will have an impact on your emotional state. You may feel empty because your routine and status, not to mention your income, has been taken away from you. You may understand at a deeper level that it was your *job* that was made redundant and not you, but you still wonder if you could have done something differently.

You may feel anger about the decision and how it was made. You may consider that the decision was unfair. You may feel slighted by the way you were advised. You may even have been marched off the premises without the chance to say goodbye to friends and colleagues. Many clients I meet say they don't know how their employers will cope without them.

These emotions are all perfectly normal and an accepted part of the change curve following job loss. While there is no easy way to overcome these feelings, try to stay positive. If you remain upbeat and enthusiastic despite the setbacks, you will move onto your next role sooner. You will be able to convey your skills, experiences and knowledge to all you meet with confidence, and in the right frame of mind. Redundancy affects many people, and in the modern workforce there is no stigma associated with it.

Those who hold onto their negative feelings are their own worst enemies in job search. It may sound heartless, but no employer wants to hire an overly emotional or negative person. They may empathise with your situation, but they are wondering if you will behave like that if you join them. What most employers are looking for are upbeat, positive and enthusiastic people.

So, how can you become—and stay—upbeat during the period following job loss? The next chapter will show you.

— CHAPTER 2 —

# BEING BETWEEN JOBS

*‘All I have to do is work on transition and technique.’*

—Usain Bolt

While you’re between jobs you can help yourself immensely by keeping busy and developing a routine that allows you to block out negative thoughts and focus on more important things. Whether you use your computer calendar or sticky notes, plan out each week ahead. Not only will this keep you busy, it will ensure that you’re fresh and focused and able to enjoy the moment, even in the midst of a challenging job search.

Learn from my mistakes and schedule your time effectively to stay positive. Divide your days and weeks to incorporate the following activities and you’ll see the difference.

*Job search.* Some people say that job search is a full-time activity. I don’t agree. Yes, you need to spend sufficient time looking for

your next role, but it should not be at the expense of everything else. Three, four or five hours per day in quality job search is enough. The key word here is *quality*. By that I mean activity that supports your job search efforts, like engaging with others, sending off applications, networking, checking online for jobs, and meeting with capable recruiters.

*Time with friends and family.* When we work, a lot of things have to take second place. This often includes our spouse, partner, family and friends. Take the time during transition to indulge in things you don't normally have time for, such as picking up the children from school, having lunch with your partner, or catching up with extended family you may only see at Christmas.

Such interactions can be uplifting, and will help you recognise that there are more important things in life than work. Most people say there's nothing more important to them than family; if this includes you, this is your opportunity to prove this sentiment.

*Time for yourself.* Yes, you. Don't become so consumed by your search for a job that you neglect yourself, and definitely never feel guilty for indulging in a hobby or other activity during your job search. Treat it as a reward for your efforts, a means of re-energising yourself, or simply switching off. You may enjoy walking the dog, photography, crossword puzzles or watercolour painting; whatever it is, make sure it's something you have a passion for and takes your mind off the travails of job search even momentarily.

During my own eight-month job search period, at first I wasted a lot of time feeling gloomy and negative, consumed by self-defeating thoughts. Then I discovered that I could pick up my camera and tune out while looking for things to shoot, setting up the shot, or

comparing angles and light. It gave me immense pleasure while taking my mind off the struggle associated with job search.

## **Industry trends**

Think retail and the impact of online shopping. There is an increasing trend toward virtual shopping rather than physically going into a store and making a purchase over the counter. This trend will shape the way organisations are structured and staffed in the future.

Due to the high cost of producing cars in Australia, the automotive industry in this country has seen the shift of production to offshore locations. Mining is also in a structural decline, characterised by unrealistic expectations for the export of fossil fuels, such as coal to China and India. Aviation has become far more competitive, and Australian carriers are finding it increasingly difficult to compete against cashed-up Middle Eastern and Asian airlines. The price of fuel has also had a significant impact on the industry.

What is common to all of these examples is the impact on employees who lose their jobs when industries and companies scale down. If this has affected you, you may need to look at other industries as options during job search and consider any transferable skills you may have. Rather than waste time searching for a job in your old industry, you might need to investigate other industries.

You can stay aware of industry trends by keeping up with the news, both online and in print. You can also stay in the know by meeting and talking to other people; often the best and most useful information is obtained this way because it's not in the public domain or commonly known.

## Location

If you live outside a major city, you're likely to find it more difficult to find work. There are more jobs in major locations (and of course more competition), and smaller towns often rely on a couple of large employers, such as mining companies, to provide jobs. If these companies go, the jobs go too.

I'm not suggesting that you move to the big city if you live in a small town, and it may not even be necessary. Be flexible. If you're prepared to look for employment in any industry, you will increase your chances of finding something. Knowing the locals and pre-existing networks can help immeasurably.

If, however, the mine in your town has closed down and you want to continue working as a miner, you have no option but to consider moving to another location. A willingness to move to places where the jobs are will always be helpful. Even if you live in a large city, time spent commuting can be significant, and how long it takes to get to and from work is something you need to consider.

It's all about compromise. If you're only prepared to work within thirty minutes of your home, you might be neglecting a large percentage of potentially available roles; however, if you're prepared to travel, you give yourself more options.

I once worked with a client who initially restricted his job search to forty-five minutes' travel time from his home (among other criteria). When he still hadn't found a job after several months, he extended this to one hour, and shortly thereafter was able to land a suitable role.

Remote, or virtual, work is another option. I once worked in an organisation where a senior product manager worked remotely from

a small town in New Zealand. Head office was in North Sydney, Australia, but he was able to work effectively using email, phone calls, Skype and other technology, and needed to visit the office in person only once every few months.

When you're looking for roles, keep this option in mind as a possible alternative. If you find a role and your employer is amenable to you working from home, it could negate the impact of where you live and keep costs down, both for you and your employer, who won't need to provide office space.

## **Personality**

If you are a shy or introverted person and find it difficult to meet other people, it could take you a little longer to find your next role. While I'm sympathetic to those with a natural reluctance to interact with strangers, this could be a challenge when it comes to performing well in interviews and addressing the hidden job market via networking (see chapter 5).

If, despite a natural shyness, you're quietly confident of your abilities, know who you are and the value and experience you offer, you stand a good chance of finding the right role. Most people you meet will genuinely want to help you, and the fact that you are a little quieter than others will not be a disadvantage if you offer solid skills and experience.

On the other hand, I would urge all extroverts to tone things down a little during job search, particularly when meeting people face-to-face. There will always be organisations and industries where

being outgoing is welcome, but generally you will need to assess the situation and act accordingly. For example, you don't want to be doing all the talking during a networking meeting. Ask questions, by all means, and share personal information, but be careful not to dominate the conversation.

## **Gender**

The unemployment rate for women is generally higher than for men, but, as with age, if a company discriminates based on gender, they reduce their available pool of candidates by half. Not a smart business, and one you probably wouldn't want to work for anyway.

On a positive note, more women are now moving into male-dominated roles such as engineering and construction, so these past barriers to entry will gradually erode to the point where gender will be a non-issue in job search.

## **Disappearing skills**

Some professions are changing and others are disappearing. In years past, many managers had dedicated secretaries or personal assistants. Today, such employees are either shared among several managers, or managers do without and manage their own administration. Other roles that are disappearing include printers, production workers, call-centre staff, and level-1 support roles in IT, all of which are increasingly being offshored to more economical locations.

In an article published in 2013 on the website news.com.au, the writer identified Australia's disappearing jobs based on a comparison of census data between 2006 and 2011, and the representation of people in different work categories. So which white-collar jobs are disappearing?

Corporate services managers

Safety inspectors

Photographic developers and printers

Switchboard operators

Secretaries

Debt collectors

Financial dealers

Judicial and other legal professionals

Auctioneers, and stock and station agents

If you're currently in a declining profession, you may want to look at either self-development to increase your competitiveness for limited roles, or moving to a new and more stable, or growing, profession based on your transferable skills. While you're in transition, you could take a close look at your profession and the trends associated with it.

An example of a changing profession is human resources. Many typical HR roles available in the local market are for senior human-resources business partners. As part of the senior executive team, they are involved in people-related strategies designed to increase employee engagement and subsequently improve business productivity.

The old model of an HR leader with a large staff strewn throughout the business is quickly disappearing, along with transactional back-

office staff and specialists in things like remuneration, recruitment and talent management. The new model has fewer in-house resources doing higher-level or strategic HR, with a greater business focus. In fact, some would argue that the people element has gone out of HR and has been replaced by a clinical, business- and numbers-driven focus. The bottom line is that HR now requires very different skill sets than was the case in the past.

## **Self-development**

If you are willing to undertake further development to upskill, or even pursue another vocation, you give yourself a greater chance of landing the role you want. You would be taking one step back to take two forward. Perhaps you could become more familiar with Excel pivot tables, work on your time management, or complete a diploma.

Some of my previous clients have retrained in areas like social work, teaching and project management in order to pursue a new and desired role. In all of these cases there was a strong interest and desire to pursue the new career.

Going back to school may not be for everyone. It means a significant investment in terms of time, effort and cost, and acceptance that you might have to start again on the bottom rung of the ladder when entering your new profession. This can be demeaning for some, but an opportunity for others.

Self-development or retraining can open up new career options. It can take a number of forms, including going back to school, be it university, Technical and Further Education (TAFE) or other tertiary

education, private study, e-learning, or learning while on the job. Whatever form it takes, for many mature workers self-development involves retraining the brain, and learning new things, possibly in a different way.

Transition, or being between jobs, can offer the opportunity, and time, to undertake projects like additional training, and a wise person will take advantage of this. It's a practical move in terms of learning something new or refreshing skills, but it can also be therapeutic to keep busy and focused on something positive, as opposed to the often-depressing thoughts experienced during job search.

## ABOUT THE AUTHOR

Paul Di Michiel (the Career Medic) has an honours degree in psychology and over twenty-five years' corporate experience in senior human resources roles in IT, transport and logistics, and manufacturing with such iconic organisations as Federal Express and Orange Business Services.

In addition to his extensive professional experience in the Australian market, Paul has also worked in Singapore and the United Kingdom in senior regional and global human resources roles. In recent years, Paul moved into the career-transition arena and has achieved great success for his clients, as well as gaining personal satisfaction in making a difference. Nothing gives Paul more joy than to see a client successfully move into a new and exciting role.

Paul has experienced job loss and job search himself on several occasions and can empathise completely with his clients. His aim is to take the worry out of job search and demonstrate how finding new employment can be approached in a practical, confident and ultimately successful way.

Paul and his wife Leeearne live in Sydney, Australia and have four children, Elise, Edward, Isabella and James. Paul enjoys photography,

particularly action photography, and has a penchant for anything involving horses.

To learn more about Paul, or receive updates and information on topics related to job search, visit:

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