

5 Job Search Truths Revealed

What You Need to Know



The job search can be overwhelming when you consider all the activities it includes, from job hunting to résumé writing to interviewing. With all the advice out there, it can be difficult not to get bogged down – or caught up by the talk. That’s why it’s important to understand the realities of the job search – so you can prepare yourself to meet whatever challenges you’ll face.

1. Employers Hire Attitude Over Skills. Southwest Airlines Founder Herb Keller encourages employers to “Hire for attitude. Train for skill.” Hiring managers seek well-rounded candidates with the skills required for the job, but they also look for a positive attitude. Even if you meet all of the qualifications for education and experience, your demeanor can make or break your chances of landing a job. So, be sure to express your optimism throughout each part of your job search.

2. Less Than 25% of Jobs are Advertised. The majority of available jobs – from entry-level to high-profile positions – aren’t advertised. In fact, research shows that 60% or more of jobs are found through networking. So, the best way to find out about and land a job is to network with your peers and other professionals. By creating a network, you’ll build contacts who can let you know about job openings and also advise you in the application process.

3. The Average Job Search Takes 3 to 6 Months. Your job search could take from one week to one year, depending on the economy, the job market in your area, and how much time and effort you invest into looking. Don’t be discouraged if your job search takes longer than anticipated. Simply keep pushing on, and continue looking for new opportunities. If you find that you’re getting the same results from the same actions. Remember this saying: “The definition of insanity is doing the same thing over and over again and expecting different results.” To start seeing different results, consider updating your résumé, practicing your interview techniques, or visiting a career coach.

4. Fifteen Percent of Employers Reject Candidates for Lack of a Thank You. According to CareerBuilder, sending a thank you note following an interview is important to hiring managers. In fact, in a recent poll by the company, 15% of employers said they would dismiss a candidate for not sending a thank you note. Another 32% said they would think less highly of a candidate who didn’t send a thank you. That means nearly half of employers weigh at least part of their hiring decision on a simple thank you note. So, be sure to send one after every interview so you’re not ruining your chances of a job opportunity.

5. Employers Only Spend 20 Seconds On Your Résumé. Hiring managers receive hundreds, sometimes thousands, of résumés per job opening. The reality is that they’re only able to spend about 20 seconds glancing at your résumé to determine if you’re a good candidate for an interview. This means that your résumé must be top notch to catch the hiring manager’s eye. If you’ve struggled to make it through to the interview stage of the job search, review your résumé, and update it to make sure it passes the 20-second test.

Knowledge of job search realities is power you can use to your advantage as you begin your job hunt. Equipped with the facts and a solid approach, you’ll soon realize that you have more control over your job search than you might think.