

Do you ever
feel like there's
no way **YOU**
can get back to
work?

Check out these tips to
overcome
unemployment!

Ask or email Austin @ abechler@springfieldrescuemission.org for a copy

Quick Tips

- ❖ **Believe** in yourself and that everyone has a **purpose**
God created them for; no one is unemployable
- ❖ **Create** a plan, it will give you **hope**
- ❖ **Respond positively** and with a creative answer and
your **confidence** will skyrocket!
- ❖ **Don't** talk about what you like to an employer, **DO**
tell them how your **God-given experiences, talents,**
gifts, and abilities will contribute to their existing
work and employees
- ❖ **CONNECT** with your **God-given community.**
Don't have one? Join one! And see how God will use
them to refine you to **overcome**
- ❖ **80%** of jobs are on the hidden market, but only **20%**
of job-seekers are seeking that hidden market
(connections, community, etc.)
- ❖ **“Decisions** are made based **not** on what is true, but
one what is **perceived to be true”**

The 10-Step Process

1. Identify the barrier(s)
2. Identify your perception of the barrier
3. Identify the employers perception of the barrier
4. Determine which approach to use in addressing it
5. Eliminate the employer's concerns, be the exception
6. Identify your selling points that meet their needs
7. Turn your barrier into selling points
8. Put it in your own words, be authentic
9. Practice your answer until it comes naturally
10. Love where you work and you will never work a day
in your life; choose where YOU want to work

What is a barrier?

Barriers can be from physical/emotional/social traits, present/past/temporary/permanent life situations, ideologies/beliefs/attitudes, work or personal issues, or lack of skills/aptitude/experience.

Step 1: Identify the barrier

- Think like the employer
- Decisions are made on perception, not reality or truth
- Your job is to create a honest perception that you are the best applicant for the job
- Identify the barrier by asking yourself:
 1. Do I appear dependable and trustworthy?
 2. Do I match the companies attitude?
 3. Can I do the actual job?
 4. Am I motivated, eager, and willing to learn?
 5. Do I match the companies image for this position?
- Do not limit yourself to paid work experience only: Ensure you use transferable skills from volunteering, schooling, natural abilities, life experiences, hobbies, work while incarcerated, recovery programs, and the program you are in **NOW!**
- To determine a companies *image*, look at their recent advertising campaigns and find out their target-market
- Not getting interviews? Observe your applications, resume, and online appearance
- Not getting hired? Observe your interview answers, presentations, reference, attitudes, and appearance
- Just because you get an interview, doesn't mean the job is right for you
- Difficult barriers to identify (know yourself)
 1. Fear
 2. Dishonesty
- Fear of success, failure, responsibility, receiving a paycheck manifests in different ways such as: absenteeism, defensiveness, hopelessness, or anger
- Consistently look for new barriers and how to overcome them
- Don't deal with all your barriers at once; make slow progressive changes as to not get overwhelmed

Step 2: Identify your perception of the barrier

There are 4 basic barrier perception categories:

1. You are not aware of the barrier
 - a. Poor hygiene, destructive attitudes, inappropriate jokes, unprofessional appearance
 - b. Think from the employers perspective
 - c. Be honest with yourself
2. You feel like your barrier can not be solved
 - a. Believe that you can solve the barrier
 - b. No barrier has yet to be found that can not be resolved with honesty
 - c. Solutions come by changing your view, creating healthy habits and attitudes, educating the employer, locating community resources, selecting a different field, company, or job title
 - d. Connect your solution to your potential employers work
3. You think it is the employers problem to deal with
 - a. You refuse to acknowledge the issue or “deal with it”
 - b. Identify why you think this way
 - c. The challenge of “being the exception” or overcoming mythology is stressful; remember you have Christ who is your advocate and the community around you
4. You are aware of the barrier and need help solving it
 - a. You may need advocacy (Workforce Development Director), resources, or expert opinions
 - b. You may just need support or encouragement
 - c. Taking on tasks one at a time may ease the burden of moving forward

Step 3. Identify the employers perception

Understand the employers needs, and how the barrier is perceived in relation to those needs

- Practice “being in the eyes of the employer”
- Employers will ask questions based on prior issues they had
- If your barrier does not effect your ability to the job OR is resolved before the interview, do not mention or elude to it
- Don’t say “my caseworker, my chaplain, my depression, my counselor, I don’t have a car...”
- If the employer asks or it is brought up, answer honestly and candidly
- Employers ask because they see it or have seen it

Step 4. Determine which approach to use

Creating a plan will minimize fear and maximize confidence

5 step process:

1. Develop a good answer
2. Find a resource
3. Change where you look
4. Adjust your outlook
5. Learn a new skill

1. Develop a good answer

- Ask yourself:

What caused the barrier? How long was it a problem? When did it last occur? Has it recurred more than once? How long between those recurrences? Why did you stop? What has changed in your life to make it not a concern? What steps have you taken? What steps are you taking? Why will not be an issue, especially on the job?

- Respond:

- 1.) Explain why the barrier developed
- 2.) Briefly explain how you have changed, what you have learned, and why you are different now
- 3.) Briefly introduce why the barrier will not recur
- 4.) Quickly get back to why you are the best candidate for the job

2. Find a resource

- Can you resolve the barrier before the job search process begins?
- The Springfield, Massachusetts community has a TON of resources
- 1 “yes” to an interview in every 10 attempts is normal during the job hunt

3. Change where you look

- Look “out of your league,” where the barrier is accepted, and into emerging industry trends
- The will to win, the desire to succeed, the urge to reach your full potential these are the keys that will unlock the door to personal excellence.”
- Learn about unusual, progressing, and upcoming industry trends

4. Develop a good answer

- Attitude is listed as a top concern for employers
- Attitude is action based on belief, whether conscious or unconscious
- Action + Belief = Consequence (good or bad)
- Practice the above not right/wrong or true/false
- Ask yourself if it is a constructive or destructive belief
- Don't attribute lack of success due to something unchangeable
- Destructive belief systems do destructive things
- Prove that you are the exception

5. Learn a new skill

- **Tell** – yourself what you need to know/learn, how it applies to the job and why it is important to it
- **Show** – allow others to show you how to do it
- **Watch** – others that are experts in the field
- **Praise** – reward yourself for the little wins
- **Correct** – what you did not understand or needs improvement
- **Repeat** – do it until your comfortable

Step 5. Eliminate employer's concern

- Try something like:
“ I have new friends, restored connection with family, and a community that holds me accountable. I am involved with (_Community_Organization_) where we (_help_). This has taught me (_skills/traits/characteristics_) and made me want to contribute, not take away from, society.”
- Say jail, not prison. Try saying:
“...serving just/due time..., ...repaying the community by repairing myself...”
- You must be ready to answer the barriers you are aware that you have
- Don't begin looking for employment until 'total barriers' are resolved
- “To change a single belief, one must consider change many beliefs.”
- Convince the employer that you are the exception, you won't have to change their whole belief system

Step 6. Identify your selling points

- Always direct conversation back to why you are the best applicant for the position
- Transition from touchy subjects by talking about your selling points
- Identify the employer's needs and speak to how your skills/experience will fulfill them
- Ask yourself: "why do I think I can...? When have I done it in the past? Why was I good at it? Do I have proof?"
- Quantify and use numbers, but do not exaggerate or use large numbers (i.e. 600%, \$1,000,000,000)

Step 7. Turn the barrier into a selling point

- Argue that overcoming the barrier provided you with special skills/knowledge that the employer is seeking
- If not quantifiable arguments, use characteristics/strengths/etc.

Step 8. Put it in your own words

- Be authentic
- Speak naturally but professionally
- Write out your answers to ensure you address everything needed
- Do not create a script or memorize lines
- Look employer in the eye while addressing hard subjects. This shows: honesty, confidence, and sincerity

Step 9. Practice the answer until it is a natural response

- It is a numbers game – Quantity + Quality = Your next career or your dream job
- Debrief yourself after every interview
- Take ownership of the response; you lived it!

Step 10. Find the right employer

- Seek God's guidance in finding the right employer/company
- It is your life, don't apply and work for someone/a company that you do not find the work to be purposeful
- Flee from sin and evil; do not put yourself in a compromising situation