



Jobseekers Need to Learn to 'Move On'

By Nick Kossován

Everyone knows ghosting and rejection are inherent parts of job searching. Yet, job seekers waste vast amounts of energy and time lamenting what they can't control. There's a prevalent sense of entitlement that employers owe job seekers, which goes against the universal truth that nobody is owed anything, be it a job, to make a living or even happiness.

Job searching, regardless of the economic climate, has always required resilience. The key to resilience is having realistic expectations, such as understanding that employers you don't work for don't owe you anything. Having a 'F*ck it!' mindset that empowers you to move on quickly, so you find sooner rather than later that employer who 'gets you' and is willing to hire you is how you foster resilience.

- Ghosted: You didn't get the job. Move on.
- You didn't hear from an employer after submitting your resume: There were candidates with more relevant experience and were a better cultural fit. Move on
- When a networking reach out attempt fails: A stranger isn't willing to drop everything to help you. Move on.
- Not taking down a job posting: Some people never take down their Christmas decorations. If a job can be left open for a significant amount of time, assume it isn't critical. Do you want a non-critical or non-essential job? Move on.

Wishing how hiring should be won't get you a job.

Getting frustrated and angry at how an employer designed their hiring process won't get you a job.

Getting upset over being ghosted—it wasn't the employer who ghosted you; it was an employee whose behaviour doesn't speak for an entire company who ghosted you—won't get you a job.

Life is too short to spend time and energy dwelling on "what could have been" and "whys." This is especially true regarding things out of your control, such as how an employer designs their hiring process or runs their business. The most common false belief I repeatedly see people hold, and which causes much of their frustrations and anger, is that they can change other people's behaviour—as if it's their place to do so.

While it's natural to feel disheartened, it's crucial to understand that wallowing in the many disappointments you'll experience throughout your job search and believing you can control other people's behaviour hinders your progress.

When you invest your heart and soul into an application only to be met with silence or rejection, it's easy to spiral into self-doubt. Consider why you're giving a hiring manager—a stranger—influence over your self-esteem. Hence why I recommend embracing a 'F*ck it!' mindset as a defence against rejection eroding your confidence.

I've been rejected many times more than I've been accepted. I've learned the hard way, a running theme throughout my life, that if I permit it to do so, repeated rejection triggers a cycle of negative thinking that paralyzes me, regardless of whether I'm searching for work, submitting my writing, or reaching out to someone hoping to form a relationship. Dwelling on past disappointments sabotages future opportunities.

There are many reasons why quickly moving on, as opposed to wallowing, playing the "I'm a victim!" card, getting angry, or venting on LinkedIn and other social media platforms—which is never a good look—benefits your job search.

1. There's no shortage of opportunities.

In several previous columns, I've mentioned that opportunities are all around you, with one caveat: they're attached to people. In 2024, employers are turning to their employees for referrals since job postings result in avalanches of applications, predominantly from job seekers who spray and pray. This underscores the importance of networking rather than applying to online job listings.

Clinging to rejections, being ghosted, or whatever is frustrating you is wasting mental energy you could be using to speak to people who may be able to refer you to job openings where they work. Starting right now, shift your focus away from past disappointments—forget about them, what's done is done, you can't change the past—and focus on future possibilities aligned with your skills and aspirations and start making it a point to meet people, because you never know what opportunities they may be attached to.

2. Much of the hiring process is out of your control.

In the same way that you can't control the behaviour of others, you can't control how an employer hires. Many factors influence hiring decisions, notably internal politics and team dynamics. Instead of internalizing these setbacks, remind yourself of your skills, experiences, and past achievements.

3. Not quickly moving on is counterproductive.

Dwelling on why you were ghosted or didn't get the job—instances in which you'll never know the actual reason—drains your energy, energy better spent on proactive measures to enhance your candidacy for future roles.

The key to a successful job search is to keep moving forward and stay focused on what you can control, such as optimizing your LinkedIn profile—arguably the most critical tool in a job seeker's arsenal—resume and expanding your network to take advantage of all the opportunities around you.

Nick Kossován, a well-seasoned veteran of the corporate landscape, offers advice on searching for a job. You can send him your questions at artoffindingwork@gmail.com



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Lisa Robinson

PICKERING CITY COUNCILLOR

OPINION: The Mayor's Fear-Mongering and Lies Have Gone Too Far

By Lisa Robinson

The propaganda machine at the City of Pickering is in overdrive, spinning a narrative of fear and intimidation to justify their increasingly authoritarian decisions. The recent video released by the Mayor and the corporation of the city is not only laughable but deeply insulting to anyone with a shred of critical thinking skills. Let's dissect this farce for what it is: a blatant attempt to silence dissent, consolidate power, and rig the democratic process.

First, let's address the Mayor's glaring inability to keep his story straight. In a statement to Global News, he admitted that the city planned to move to virtual meetings for a year starting this summer due to council chamber renovations. Yet, in the same breath, the city releases a propaganda video claiming the shift to virtual meetings is necessary because of threats and fear for safety. Which is it, Mr. Mayor? If the chambers were under renovation all along, why weaponize the narrative of fear to justify this move? The contradiction is glaring, and the manipulation is appalling.

Now, let's tackle the absurdity of the fear narrative itself. If the Mayor and council were genuinely terrified for their safety, would they bring their wives, children, and even the Mayor's 8-year-old granddaughter to council meetings? Let's not forget their enthusiastic attendance at public events, store openings, and photo ops – all without a police presence. It's clear they don't believe their own fabricated story. This is nothing more than a cheap ploy to garner sympathy and support for their oppressive agenda.

And that agenda? It's as transparent as it is dangerous. Pickering's council has been tirelessly lobbying Premier Ford and Minister Calandra to amend the Municipal Act, giving them the power to remove an elected official and bar them from running in subsequent elections. Let's call this what it is: election tampering. It's an attempt to eliminate political opponents and rig the democratic process to maintain their grip on power. This is not governance; this is authoritarianism dressed up in the guise of public safety.

Adding insult to injury, when I brought forward a notice of motion to move our 2 PM executive meetings to 7 PM to promote public engagement, the Mayor shut it down, saying he'd rather have all meetings during the day. Public transparency? Not on this council's watch. The Mayor himself has been caught watching Monday night sports during council sessions, demonstrating just how seriously he takes his responsibilities. It's no wonder he's pushing for online meetings – they offer a convenient way to mute dissent, turn off mics, and avoid accountability.

The hypocrisy here is staggering. While pretending to care about public safety, this council is actively perpetuating a toxic environment of fear and intimidation. They've sent trespass notices to grandmothers, stationed 14 police officers at meetings with low attendance, and painted critics as dangerous threats. It's the classic "boy who cried wolf" fable, only now it's taxpayers who foot the bill for this sham. Meanwhile, actual crimes in Pickering go unattended as police are diverted to guard council chambers against nonexistent dangers.

Finally, let's not overlook the timing of this shift to virtual meetings. Conveniently, the Mayor is now off on a month-long vacation. What better time to avoid scrutiny and public engagement than when you're sipping cocktails in some far-off destination? It's a disgraceful display of arrogance and contempt for the people of Pickering.

The people deserve better than this circus of lies, fear-mongering, and self-serving manipulation. It's time for accountability. The Mayor and council must be held responsible for their blatant disregard for democracy, their misuse of public resources, and their shameless attempts to silence those who dare to speak out. Pickering, you deserve leaders who fight for you, not against you.

I'm Councillor Lisa Robinson, and I will not be silenced.

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