PRACTICE

The Controllables

Curated by Simon De Los Rios

WHO IS THIS FOR

Your job search is taking longer than you hoped, and in this market you are hearing nothing back for reasons that have nothing to do with you.

PAIN

Measuring your worth by a response you do not control, and burning out from treating every rejection, or every silence, as a verdict on you.

SOLVES

Separates what is yours to control, your effort, your process, how you show up, from what is not, so you can keep going without the market deciding how you feel about yourself.

TOPIC

JOB SEARCH & INTERVIEWS | BURNOUT & OVERWHELM

READ TIME	TIME REQUIRED	WHAT YOU NEED
2 minutes	20 min, then a weekly check	notebook, pen

BEFORE YOU START

My invitation, take some time for yourself. Put your phone somewhere else and avoid distractions. Put on music you like and if you feel like it, brew yourself a nice cup of coffee or a tea. And lastly, but most importantly, try to have fun... this must be an activity to be enjoyed.

Step 1: Separate what's yours from what isn't

List everything involved in your job search: the application, the follow-up email, the tone of your interview, the recruiter's response time, the company's hiring freeze, the sixty other candidates you never see. Then sort it into two lists in your notebook: not mine to control, and mine to control.

– *Of everything on this list, which parts did I have a hand in?*

Step 2: Build your controllables list

From the second list, write the specific things that are fully yours: how many applications you send this week, how you prepare for a call, how you follow up, who you talk to, how you take care of yourself between rounds.

– *What is one thing on this list I have been neglecting?*

Step 3: Score yourself against your own list, not the outcome

Pick four or five targets from your list that you can hit each week, and write them in the first column. At the end of each week, tick the ones you hit, count them, and ignore whether you heard back.

MY WEEKLY TARGETS	WEEK 1	WEEK 2	WEEK 3	WEEK 4
Targets hit				

– *If I only judged this week by my own effort, how would I score it?*

Step 4: Catch yourself keeping score the wrong way

Notice the moment you start treating silence or rejection as a verdict on you.

– *What would I tell a friend who got this same silence, this same no?*

BEFORE YOU CLOSE THIS

Write next week's targets on a card or in your calendar before you close this.

CONTINUE WITH

The Inner Critic, when the voice telling you something is wrong with you gets loud, this practice helps you separate what it is saying from what is true.

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