

Overcoming job ▶ search challenges

With Andi Cook, The Crown Straightener

Straightening crowns



- ▶ What is causing your crown to be crooked?
- ▶ How are you feeling?
- ▶ What areas of self-doubt are you struggling with?
- ▶ What challenges are you facing in your job search?

Gaps In Employment

Recruiters look for gaps greater than 3 months



It's ok to address it vaguely



You can notate on your resume “out of industry” or “out of work due to FMLA”

Short Job Tenure



Label when jobs were temporary or contract

Example: Project Manager (Contract)



Group freelance and 1099 jobs together



Consider contract-to-hire opportunities



Understand your patterns and triggers

Pivoting Careers



Closest to the
money



Networking



Online
applications

Returning to Work

Focus on the business problems you solve

Pull from volunteer experience

Network

Update your technical skills

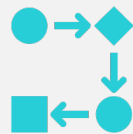
Take classes

Get certifications

Taking a Step Back from Leadership

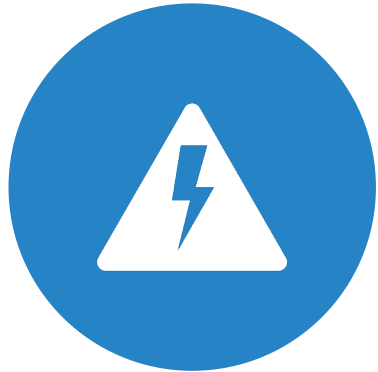


Use supportive language in your resume and interviews.



Have a clear reason why you want to take a step back.

Introverts in an Extrovert Process



BRING THE ENERGY!

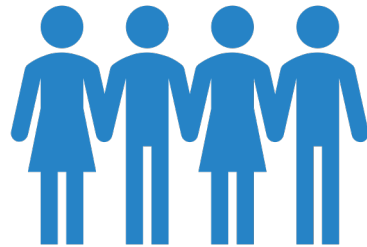


**LET YOUR PASSION SHINE
THROUGH.**



**PLAN ENERGIES CHARGERS
BEFORE AN INTERVIEW AND
A NAP AFTER!**

Overcoming Hiring Bias



Companies that will discriminate during the hiring process will also discriminate while you work there.



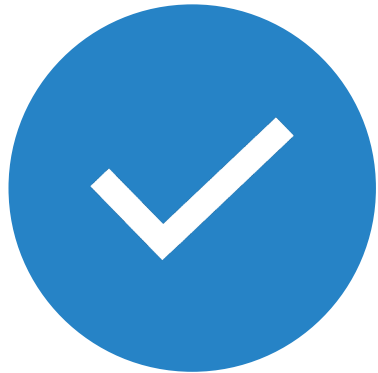
Hiring bias is a cultural mindset.

Trying to be
everything to
everyone

You may be casting
your net too broad

Specialists vs
Generalists

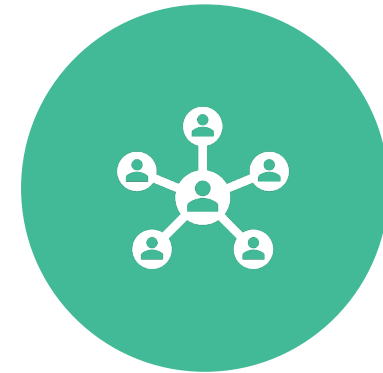
Extended Job Searches



REVIEW YOUR
CRITERIA



LOOK AT THE BUSINESS
PROBLEMS YOU SOLVE



GO BACK TO YOUR
NETWORK



Questions??