

FINDING A JOB AFTER 50 A Hands-On Approach

Searching for a job when you're 50 or older requires creativity, stamina and optimism. The good news is, though, that many employers are realizing that older workers bring key skills and behaviors yet to be developed in their younger counterparts—such as loyalty, reliability, self-motivation, and overall business acumen. **Looking for a new opportunity?**

Tips to help you get started.

Grow and leverage your networks

Make new connections through Linked In, Ziggs, Plaxo, and any of the other myriad business and social networking sites. Be aware that the social sites often have birth date as a required field, so if you don't want to share it, stick to the more business-focused sites (such as Linked In), which don't require it. Spend time networking offline as well.

Reconnect with former colleagues and friends you haven't seen in awhile. You never know who might lead you to an opportunity.

Prepare for a longer job search

You are a different person today. Bask in your journey so far, and continue to think about the road ahead.

When describing yourself and dreaming about the future, rework how you portray yourself. Start speaking in the future tone of "I want..." Keep the possibilities ahead of you.

Do not allow "no" to enter into your vocabulary. Keep the nay-sayers at a distance.

Update your job candidate skills

Write down all the possibilities. Keep a Dream Journal and continue to add to it.

What are the things you want to do and accomplish? Rank them.

Take the number-one dream and begin to imagine it coming true. Capture ways to attain it.

Keep adding to it. Keep imagining it. It's essential to have clarity, focus, and stay on target. Don't lose sight of your dream.

Freshen up your look

Don't be shy.

Share your dream with people who will support you in your quest to attain your dream. Imagine it... picture it...draw it... feel it. The more you talk about and visualize your dream the more it will become reality.

Start a Dream Club where you meet once a month to share and encourage each other to strive and move toward your dream. There is power and momentum in having a support structure.

**Karen Colligan
415.440.7944**

www.PeopleThink.biz

<http://www.linkedin.com/in/karencolligan>

PeopleThink™



ORGANIZATIONAL CONSULTING AND COACHING

FINDING A JOB AFTER 50 A Hands-On Approach

Behavioral interviewing has become very popular. The focus is on experience “Tell me about a time when...” The questions are phrased to gain specific examples of accomplishments that demonstrate a skill or behavior. Be prepared to answer questions in this format. (The *Get Real Guide™ to Your Career*, “I’m the one that you want”.)

Thoroughly prepare for the interview

Think about how fantastic it is to be creating the life that is right for you, today—not yesterday, today.

You need to believe that your dream can truly become reality.

Continue to add to your Dream Journal. Be bold and you will discover your own genius.

Use outplacement wisely

A good outplacement advisor is a life saver. He/she will offer you guidance, support, knowledge of the job market and most of all, a sympathetic ear.

My outplacement counselor said to me many times, “it’s not a matter of if, it’s a matter of when.” Your advisor will also help you manage the process. For example, the rule of thumb is to manage four job searches at any given time.

Most outplacement firms have you complete a business plan before you begin the job search. It is critical to write down your goals and be clear about what job you will accept based on factors such as salary, location, level, etc.

Be open to contract opportunities

These will add to your skill set and give you a chance to evaluate the company/position.

Also, use the interview as a chance to build your network and ask for a referral. Although you may not be a fit for that position, your interviewer might know of another opportunity.

Ask for help. At the most basic level, most people want to help.

Do something for yourself every day

Factor it into your daily/weekly plan. Try to accomplish one thing that is not job search related.

I planted a garden with my twin sons. And, looking back, that may be my biggest accomplishment and certainly the most memorable.

Karen Colligan
415.440.7944

www.PeopleThink.biz
<http://www.linkedin.com/in/karencolligan>

Beth Baldwin, VP, Human Resources
Content Author

PeopleThink™



ORGANIZATIONAL CONSULTING AND COACHING