

Hired for Attitude. Then trained for skills.

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Why is one person hired, instead of another? How are job candidates interviewed? How is talent evaluated? How in the world do I apply for a job when all the jobs ask for experience?

These are probably some of the questions you are asking yourself.

Although your current abilities may open the door for an interview, first-time job seekers are not hired solely for their skills. They are hired for their attitude and trained for skills. Why? Because you can't teach a good attitude, but you can teach skills. Employers want to see interest in and knowledge about their organization, a demonstrated willingness to learn, and a positive attitude about working.

Drawing from my own experience as a manager and career coach, I've come to understand that managers at all levels are **looking for candidates that are a good fit for the job** and, even more importantly, for the company.

Although fit can seem subjective, it's linked to an organization's culture—the values, beliefs and behaviors of its individuals and groups. Simply put: It's how things get done in the organization. **Being able to demonstrate that you are a good fit is the key to a successful job search and getting hired.**

Before—and during—an interview, you will be asking questions and looking for clues that indicate your compatibility with the organization's culture. Because, understanding your personal strengths and weaknesses relative to the workplace culture results in career satisfaction.

Fit is affected by two things: personal factors and cultural factors. Personal factors include having the innate abilities to perform a job combined with the drive to use those skills effectively. Cultural factors include the candidate's qualities or character, and how they fit with the manager and the organization.

How you present your strengths, behavior and qualities—first on paper (your resumé) and then in interviews—is how you let employers see who you really are and how you fit.

Put the focus on your value: what you are good at and what you love to do; what makes you unique; the qualities you possess; and how you want to be perceived to meet the needs and wants of the employers you want to connect with. Doing this, you will be able to craft a compelling statement about yourself, write an experience-based and personality filled resumé, and communicate with confidence in the job interview. You will engage the interviewer in a dialogue and let who you are shine through.

Jane will help you understand how to decipher organizational culture and how to identify and communicate your organizational fit.

To begin your own understanding of organizational culture, download *Assessing An Organization's Culture*.

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Interview

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Managing the college-career transition

Employers where More Than A Resumé clients landed

MORE THAN A RESUMÉ

- Home
- About Jane
- Parents
- Graduation Nation
- FAQ
- Contact

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