

Tough Situations For Job Seekers

Écrit par tujuzplh

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In the latest installment of Tough Situations, we see a problem faced by job seekers fairly often, one that is frustrating pretty much because it seems like it shouldn't be a big deal . but it is!

Mark is excited about a new job opportunity. He's interviewed, he knows he's a finalist [women moncler jackets](#)

, everything has gone exceedingly well. Until the subject of references comes up. He immediately recognizes that he's in trouble. His last employer no longer exists, and he doesn't have contact information for anyone who worked there. The previous employer has a strict policy that they only confirm employment dates. And the employer before that -- that was a long time ago, and Mark knows that everyone he worked with has moved in. In a nutshell

<http://watchallsan.enterprisebusinessexperts.biz/2012/12/24/moncler>

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, the only reference he is able to provide a name and phone number for is his current supervisor, who doesn't know Mark is looking for a new job. The employer Mark is talking to understands his predicament, but has made it clear that references are a critical part of their hiring process. Mark contacts a couple of respected career experts for advice.

The key to providing references is knowing what the employer is looking for. If Mark is in sales or has a lot of contact with clients outside the company, these names are often better references than direct supervisors. He should list the last contact info for the company that went out of business and the company who only confirms hire dates. Often times, references are outsourced to a third party who just checks off the box when it comes to references. In the future, Mark needs to do a better job of keeping up with references going back three jobs or seven years, whichever is shorter. When it comes to references, even those from a co-worker are better than nothing <http://www.zc178.cn/forum.php?mod=viewthread&tid=88644> .

Heather Mundell is a life and career coach who helps professionals decide on their next career move. But first Mark should find out from the prospective employer if references are the last hoops in the hiring process. Before he talks to his supervisor he should feel as confident as he can that an offer is at hand.

Mark should be positive with his supervisor about his experience at the company and explain why this new opportunity is a good fit for him. This would be a good time for them to discuss the timeline for departing. For instance if they're at a critical juncture in a project <http://bigaba.com/read.php?tid=1399891&displayMode=1>

, Mark might offer to ask for a later start date if he is offered the job.

Mark could then potentially ask his supervisor's manager, his peers and his subordinates (if applicable) to serve as references as well.

Also, if Mark has made copies of his past (positive!) performance reviews at the company that no longer exists, offering these would be better than no information <http://www.mylife520.com/forum.php?m...1203611&extra=>

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Telling someone what they should have done in the past about references does not solve their current problems. In truth, they risk becoming == unless they lie -- which is frowned upon; but they have to make a living; and bagging groceries won't work if they are deemed [moncler outlet](#), suggest that employers need to take a good look at their evaluation processes -- for it is the employee with the stellar reference and the impeccable credit who sprays the office with bullets when they are perturbed to the extreme degree.

For the teen and others entering the workforce. I would start with a volunteer job in a field of interest, practicing the skills you would like to use in your target job. Work consistently for them to let them know your work ethic and skills first hand. This can be done evenings and weekends while you keep another job (anything) to pay the bills. If you do well, you can get references from the organization and colleagues. It is not an immediate fix but it will be effective in starting to build or re-build your network and skill set.

I am a degree qualified professional (alas not post-grad as yet) and worked for a really reputable financial company for 10 years with over 5 managers and was repeatedly passed over for promotions - yes I am a woman and obese and I am still not sure if this is the reason. It's tough out there and employers handle references like grammar checks, I personally don't think they mean too much but I have experienced the same problem. Three references is a lot to ask if you have to go way back in time. I say the experts can help you at that point, you are forced to come up with something.

Consultez la source sur Lepouceux.com: [Tough Situations For Job Seekers](#)