navigating the job search

- The challenge
  - Prioritizing where to look
  - Understanding what the 'right' opportunity is
  - Maximizing speed to job and minimizing loss of opportunity
  - Staying true to you
- The approach
  - Intentionally provocative
  - Refine the profile of 'where' to look
  - Refine the profile of 'what' to look for
  - Set specific next steps
- There are a few things to understand first
  - Career journey
  - Impetus for search
- 1. Begin by asking questions
  - For the purpose of getting them to summarize and reflect
  - What do you know you don't want?
  - What things do you want / like?
  - What do you see as your options?
- 2. Get them to refine their goals: What do you care more about?
  - By "barbelling" or using the "eye doctor" approach
    - This or that
    - More or less
    - Better or worse
  - Managing people or getting things done
  - Title or money
  - Company mission or job objectives
  - etc..
- 3. Understand where they are in the process
  - Where are you currently looking?
  - Companies
  - Roles
  - Progress
  - Feelings
- 4. Reflect back
  - What I'm hearing...
    - restate their purpose, objective in a way that makes them feel proud of who they are and what they're looking to do
  - Where to avoid
  - Consider these profiles
- 5. Navigation strategies and next steps

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