Ep #13: Average Candidate vs. Standout Candidate Mindset

Full Episode Transcript

With Your Host

Natalie Fisher

Get a Better Job in 30 Days with Natalie Fisher

Ep #13: Average Candidate vs. Standout Candidate Mindset

Welcome to the *Get a Better Job in 30 Days* podcast, this is episode 13: Average Candidates Versus Standout Candidates and what's the Difference?

Welcome to the *Get a Better Job in 30 Days* podcast. I'm your host Natalie Fisher. I'm a certified career mindset coach who also happens to love dogs, lattes, and most importantly skipping the small talk and getting right to the conversations that matter. On this podcast, I will coach you on how to use your brain to build a wildly successful career and make a real impact in your industry. If you want to do more than just work for a living, you've got to start by making the right decisions now. Are you ready? Let's go.

Hello, hello, good morning. It is morning here where I am right now.

And funny story, I'm using this extra time that I gave myself to record this episode this morning because I got up, got ready to go, was on Zoom an hour early to meet with my client. And then when she wasn't showing up I thought that's weird, I should email her. I'm going to see if I can get in touch with her and see if everything's okay. And then I went to look at the time and it turns out I'm actually ready to go an hour early. So I figured why not jump on and record this episode now since I just gave myself an extra hour in the day.

Alright, so today I want to talk about the difference between an average candidate and a standout candidate. So from having interviewed on both sides a lot of the time, I can tell you that from the interviewer, HR employer's side there are definitely those standout candidates. And especially if we're going through a lot of interviews, and that's not always the case, but sometimes we'll be interviewing quite a few people for the role.

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And we'll interview average candidates and then there's going to be those standout candidates that really stick in our minds. And for one reason or another, sometimes it's hard to put your finger on what it is. They just stood out above everyone else and they were just the obvious choice. We didn't even have to discuss it. Everybody just kind of looked at each other and was like, yeah, they're definitely either moving forward or they're a done deal. It's just about negotiating what's going to work for both of us, but we definitely want to make them an offer.

So from having been on both sides I know that I've often been that person when I go to interview for a job, that's what my belief is about myself. I'm like I am always the standout candidate. And from having seen what the standout candidates do on the other side. And then from having worked with hundreds of people and helped hundreds of people I can tell you, in this episode I'm going to cover what it is that makes that difference as to how you can show up as the standout candidate versus the average candidate.

So I'm going to start with going through the things that an average candidate might be thinking, is probably thinking, which leads to how they feel in the interview, which leads to ultimately how they show up. The energy they give off, the vibe that they present with and what they're able to really bring into the interview based on those factors.

So an average candidate is normally focused on themselves. And they kind of have a subtle, please validate me, please like me, I hope I'm answering everything how you want me to. They want to please. They want to meet the expectations of the interviewer. And that's what their majorly thinking about.

And so a principle that I teach is you always want to focus on them, not on you, not just because it'll make you feel less pressure, but because it'll

make you more effective when speaking with them. And I'll get into more about how you can do that when I talk about the top candidates, the standout candidates and how they do that. So are you paying attention to you, what you're worried about, what you're concerned about, what you think they might be thinking about you, how they're judging you, etc?

And pay attention to that, so if that's where you're at in your mind, then that's not going to serve you at all because they are not going to be thinking, well, we want to hire the person who's most worried, most concerned, most nervous about what we're thinking. The dynamic doesn't work, you don't end up showing up powerfully, or confidently, or in service when you're thinking about yourself in that way, and trying to make them happy.

I read a really good book, I forget what it was called but it was talking about the difference between being needy and non-needy. And the definition is essentially when you're needy you are putting somebody else's needs ahead of your own. And in this case that applies by you showing up with the intent of getting the approval of them. And if you don't get the approval then you're going to feel bad. So that's where it stems from.

So being non-needy means that you put your needs first but their needs are also just as important. But you are concerned with what you need first. So I'll get a little more into that as well.

So the second thing is trying to answer the questions with the goal, with the aim to get approval from them. So a good example of this would be say you're going for a marketing manager interview. And the interviewer asks you if you would be okay with writing some of the blog posts for their site as part of your tasks.

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And so in order to get approval from the interviewer you might say, “Yeah, no problem, I would love to write content.” But maybe that’s not your strength, and maybe you don’t really want to be doing that. And if that’s the case you’re much better off to say, “You know what, the blog posts and the writing the content is not where I believe my time will be best spent. But I would be happy to outsource that and I can do that fairly inexpensively for you. But I don’t believe that’s where my time is going to be best spent because I’m much stronger with the analytics and the strategic planning.”

And then you talk about the things that you’re really good at. But somebody who is in that energy of wanting to get the approval might say, “Yeah, no problem, I’d love to write the blog posts.” But really it’s a sign of them not really knowing what’s best for them, and therefore what’s going to be best for the organization.

Because if they’re not good at writing blog posts, they might be slaving away for hours trying to write a blog post when really it would be a lot more effective, and useful, and efficient for the company to have that outsourced. Because that person in the marketing manager role who’s being paid let’s say a 100k per year shouldn’t really be doing that.

And so it’s up to the candidate to say, “That’s not really my strong suit. That’s not where I shine. These are my strengths but I’d be happy to get that taken care of you really effectively by outsourcing it and I have resources to do that.” So that’s an example of answering in a way that really stands up for you and puts your needs first, being able to embody a confident person who knows their strengths. And when you know your strengths then you are more of an asset to the organization as well because you can say, “This is not the best use of my time.”

So that’s the second one, trying to answer questions with the aim to get the approval of the interviewers, I don’t recommend that.

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Thirdly, so kind of having the energy of I just need to get out of my current situation. I just hate it so much, I need to get out of my current job, and I'll just take anything. Or if you're not working right now, the energy of I'll just take anything, I just need to work, I just need a job. And if you have that going on in your head, that's going to show up as well. And I've had lots of interviews where people have come in and that's the vibe that they give off. And it's very apparent afterwards where we can tell.

And I had one person look at me and say, "I feel like if we don't hire her she's going to have trouble feeding her kids." And the other person in the room said, "Yeah, I know what you mean but we can't hire her based on that." So people are not going to hire you based on the fact that they feel sorry for you. So any kind of thinking like that or any kind of vibe like that is going to show up. So subtly, and even though you think it might not, it won't be able to be hidden.

Alright, so the fourth thing is that average candidates when they've decided they're looking to make a change or a transition, they are sporadic in the actions that they take. So they're sporadic in the applications that they submit. And they're sporadic in the connections that they make. And they're only making these connections to basically get a job. They have an agenda and they're kind of going through the motions and being like, "I know, I've got to network and I'm just asking have you heard of anything for me? Is there any openings for me?"

And that's how they generally go about looking for their next opportunity, so they're sporadic, they're unpredictable in their applications. And they are only connecting with an agenda. And again, this is something that a lot of people do and you can tell, we can tell. Everybody can smell that out, they know. And so it's not very successful.

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Now, don't get me wrong, overall I'm not saying that average candidates are bad people or they're bad or anything like that. I'm just saying that from what I've seen this is just not the most effective way to go about your search. And that's why I'm going to talk to you about the standout candidate mindset and how that is much more effective. So I'm not saying you're a bad person, I'm not judging. I'm just saying that we often tend to slip into these thoughts and behaviors, and it's not our fault, because we're not consciously aware of it. But it's not the most effective way to go.

Alright, so the next one is they are easily de-motivated by external factors. So it doesn't take very much to knock an average candidate out of the game for a bit. It doesn't take very much to make them feel de-motivated. So it could be anything, it could be one rejection that they were really excited about. It could be the fact that they didn't get a response back from the job they really wanted.

It could be the fact that a recruiter or a hiring manager said something to them that really affected them, and it let them ruminate in that for a few days and they spun out into disappointment and confusion. And so average candidates, often that happens to them very easily and it can take a long time for them to recover from those things.

And so the sixth one is then that they only feel validated if they're getting a positive response from other people. And so this comes up in the interview when, for example, they get something they don't expect. Say somebody doesn't look like they're paying full attention to them, or they are getting a response that they don't like. So I've had people going for an interview, and I had one client who went for an interview and the interviewer kept saying, "Are you done yet? Are you done yet?" After every question.

And I had another client who went in for an interview and the guys were just on their phone, these two men in suits were sitting there but they were

on their phone and they weren't paying attention to her. So just examples of ways that you can get thrown off because any number of things can happen since we have no idea what will happen when you go into the interview.

But the average candidate immediately feels de-validated and de-motivated when this happens, when they get thrown off. And so they're only feeling good when somebody else is giving them that validation. And the problem with that is it means that you have given your power to everyone else. And you've made it mean that because they weren't paying attention or because they weren't giving you the positive response that you wanted, then you then spin out into disappointment and confusion. And make it mean that you're not good enough and that it means something about you.

And then no way does that serve you, there's no upside in doing that because at the end of the day you're left needing to go back out there and continue on. And if you've let yourself spin out in disappointment and confusion because you've made it mean something about you, then you're not going to be as effective in moving forward. So if your validation depends on someone else approving of you then that is definitely the sign of an average candidate.

Alright, seven, average candidates are more willing to compromise and take less than what they really intended to take. So they are less likely to negotiate their salary. They're less likely to even try to negotiate their salary. They're more likely to take something even though they know it's not really what they want, or they know it's not really the right fit. They're willing to just take it because they doubt that they'll be able to get what they really want.

They doubt that they're going to be able to make the money that they really are looking for, and so they take what they can get basically. They're like,

well, I don't think I can do any better, so they take what they can get. And by doing this they give themselves evidence that they're correct about needing to be validated by others. And basically all the points that I just said, they kind of prove that well, I couldn't really do any better. Instead of using it as evidence to say, "Well, I got this offer, that means I can get another one."

And finally, they interview based on insecurity, scarcity, fear and a feeling of not enough-ness. So underlying what they might want to have as a very confident fake it till you make it front, they're really interviewing underneath a lot of insecurity, scarcity, fear and not enough-ness.

Now, I'm not saying you have to be one or the other, you're either an average candidate or a standout candidate. You could be somewhere in the middle. But unless you are a standout candidate, unless you learn how to become a standout candidate then your chances are always going to be lower for many reasons. And I believe that the work here is to really learn how to be a standout candidate with your mindset. And that's what I show my clients how to do.

And then the last one that I wanted to cover was that average candidates only have one opportunity going at a time. And then they put a lot of pressure on themselves for this one opportunity. And if that one opportunity doesn't work out, they are pretty disappointed and they have to start again because they don't have other things in the pipeline. And they've just been hoping that that opportunity was going to work out.

And so I always say, it's not just about the one opportunity, this is about the big picture and your end result, and what you're committed to doing. What you're committed to making happen, making a reality. And you can do that a lot more effortlessly when you have more than one opportunity on the table. So if you are just going from one opportunity to the next and every

time you have to go through that cycle of being confused and disheartened every time you don't get one of those opportunities come through, imagine how you would feel interviewing when you had more than one opened up.

And I talk about opportunity stacking in another podcast episode as well as niche networking. So I help you with how to go through that process in a way that is a lot more fun and is a lot more useful and takes the pressure off of you, so that you don't have to be relying on just one opportunity.

Alright, let's get into the top candidate or the standout candidate mindset and how that looks different. So the standout candidate mindset. Instead of please validate me, I hope I can answer the questions how you like them. Their mindset is more in the realm of let me find out more about what you need. And I will show you how I can help you with it. And if I can't then I can't, I'm happy either way.

So do you see the difference, when you're going in for an interview if you're thinking, I'm curious, I wonder what they need from me, I wonder how I can help them? I have a pretty good idea because I've looked at the website already and I have the job description and you can take everything that you already have. And then they're thinking, if I was already was the expert here and I already knew my job, which if you're interviewing for this job it means you do know something about this, otherwise they wouldn't be wasting their time speaking with you.

You want to be thinking what do I already know that could really serve them so that I can show them how I can help them? And you want to have that mindset of I can definitely help them with this. So that's where you want to be going. Do you see the subtle difference between that and please like me, please validate me, please tell me I'm good enough by approving of my answers? So different.

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So the standout candidate is going to be answering the questions with the aim to communicate who they are and what they're looking for. So that takes me back to the example of when they asked, "Would you be willing to write content for the blog?" And if that's not your strong suit, saying, "That's not my strong suit. But this is how I would help you with it."

And one of my students did this and it was fine, she got the job. It's not like they're going to say, "Well, you can't write content for the blog, then we're not interested." And if that's what they really wanted, if it was really important to them to have a content writer, then that job was probably not the right fit. But they were looking for an overall manager and even the CEO might not have thought of the fact that the marketing manager shouldn't be spending a lot of time writing content if that's not what they're really good at.

So answering the questions with the aim to communicate who you are, what you're looking for and what you're good at and how your time is going to be best spent. And that comes back to the being non-needy.

So being needy means you put other people's needs ahead of your own. And being non-needy means that both of your needs are equally important, of course you have to put yourself first. But you equally care about their needs as well and you're looking for a win, win, which is the perfect example there of my client saying that she would be able to outsource the content because that's something that she isn't going to spend the best time on, or her best time isn't going to be spent doing that.

So standout candidates are looking for win, wins for both them and the company. And they're answering questions with that in mind.

Alright, next one, so instead of the attitude of I'll just take anything, I just need a job, I just need to work, I just need to get out of where I am. That

kind of attitude is needy and graspy. And even through you might not think that that's how you're showing up, like I said my friends, you can't hide it. It's always going to be there if that's what you're really thinking. So you have to find sufficiency in where you are now.

So even if you don't have a job right now, even if you don't have a lot of money right now, if you have a roof over your head, you have the ability to eat food on a daily basis, you have people in your life that you know. You have a family, you have friends. You have to find sufficiency in where you're at because you can't got to an interview with this needy, graspy desperate energy.

So sometimes I will get applications on my website to work with me. And all the person will write in the box is, "I need to work. I need a job." And so when you're coming from that place, it's going to be very difficult for you to show up and focus on what you really need to be focusing on in order to nail a high quality interview for a role that's going to pay you a high salary.

So again, flipping that and looking at it from the hiring manager's point of view, if you were the hiring manager would you want to hire somebody who just needs a job and needs to work and just can't wait to get out of where they are? Or do you want to hire somebody who is showing up, ready to help you, wants to show you exactly how they're going to help you achieve what you want, is confident in who they are, how they spend their time, what their strengths are and is there to create a win, win for you both?

Definitely the second one, so just keep that in mind. And I'm not saying that you're one or the other, like a lot of people, you could be in between. I'm just focusing now on the standout candidate mindset.

Alright, so I'll just recap the points up until now. Let me find out more about you, what you need and I'll show you how I can help you, getting curious,

getting into a discussion, bringing what you already know to the table. And being able to map out a plan as to how you're going to help and what you're going to do. Answering questions with the aim to communicate who you are and what you're looking for as well as how you can help them and create a win, win. Be confident in who you are, what you're good at, what you want and what you're focused on finding.

So just as much as they're telling you what they need, you are telling them what you need and you are looking to create a mutually beneficial agreement, arrangement, so there is a win, win. And if it doesn't happen to be that, it's okay, it doesn't mean that you're not good enough. It just means that you are not the right match for that particular job.

And there are so many parallels to dating I find, and this is a good one that I just came across. It was like rejection doesn't mean anything about you, because there's thousands and millions of people in the world that are not going to want you. That doesn't mean anything about you, because there's also thousands, millions of people that you are not going to want.

And it's ludicrous that we would think that there's something wrong with us because of this. Because it's just how the world works, everybody doesn't match up with everybody, everybody doesn't get along with everyone. Everyone doesn't meet everyone else's needs. It could just never be that way. But when we go through an experience like that, that happens, we automatically think oh my god, there is something wrong with us, we're not good enough. No, it's not it at all, it's just how it works.

Alright, I got off on a little tangent there. Let's continue where we left off. So standout candidates are consistently engaging with others in their field to create a strong network. So even when they're going for a job interview, they're not going there with just, with the intent of I need this job, I have to

get this job. If I don't get this job I don't know what's going to happen. They're not going in with that mentality.

They're going in with the first things that I just mentioned. But also with the underlying truth of, well, it doesn't matter if this works out or not, because I'm going to create a connection here anyway with somebody in this organization.

So they might get a chance to meet the CEO of an organization, or they might get a chance to meet the director of a department. And they're having that face-to-face interaction, and either way it's an opportunity to create a network with these people that they've gotten to speak with, either in person or over Zoom. These people are giving them their time and they have an opportunity to make this connection.

And so when you're treating it like that, and you're open to whatever is going to happen, whether you're a match for the job or you're not a match for the job. And you're still engaged in that conversation you are now not just interviewing for a job but you're creating that connection, which we don't know later on down the road could result in a job.

So I've had that happen before where a client will interview for a job, it won't be the right fit at that time, and then a year later they will interview again, and be hired simply because the role changed and it really was a better fit at the time, the year later.

So thinking of everything as an opportunity to engage and connect with another person. Consistently engaging with others in their field, not with the purpose of getting a job, but to create a strong connection, and a strong network. That then they can build off of and they can utilize for the rest of their career, 10, 20, 30 years from now. So it's not just with the shortsighted

vision of I need to get a job now. So that's another standout candidate mindset.

Alright, the next one, standout candidates stand firm in the value that they offer. So they are solid and grounded in the value that they can bring. So they are compelled by a need that organizations have. So for example, if you're a marketing manager, you're compelled by the need of a company needs to get in new leads so that they can make sales, and that they can make money. And you are compelled by the need that they have to bring in good quality leads. And you love bringing in good quality leads. And you love strategizing on campaigns for how to do that. That's an example.

Or if you're an HR manager you might be compelled by the need to have a positive work environment where you have people that are happy every day, you love doing things to increase morale. You love talking to people about how they feel, what their problems are. You love serving people as far as helping them out with how to best use their benefits, or how to understand their jobs better, how to exceed in their jobs better, putting them on.

You love to take somebody through a performance improvement plan, for example, and see that maybe they were failing and then turn it around and bring them up to succeeding again. You have to find a need that you're really compelled by and then stand firm in the value that you offer to fill that need. And so when you are really in touch with the value that you offer, and the things that you are capable of doing, to contribute in that organization, then if somebody doesn't see it, so we were talking about the average candidate and they only feel validated if someone responds positively.

If somebody doesn't respond positively or somebody doesn't see your value, then a standout candidate will stand firm and say, "Well, I know that I'm still offering value, it's just not going to be for that particular organization

and that's okay. That doesn't mean anything about me, I'm going to take my value somewhere else where it will be appreciated and compensated for accordingly."

And so I often like to use the $100 bill analogy with my clients because I think it illustrates this so well, is if you were going out on the street and you had a $100 and you handed it to a stranger. And the stranger said, "No, I don't want that $100 bill," they rejected your $100. Are you going to immediately think there's something wrong with this $100, I need to change it, it's not good enough? Or are you going to think that's weird, I wonder why they don't want this money? I'm giving them a free $100 bill, they must be confused. I wonder why they don't want it.

And then you might think, well, I mean if you are determined to give away that $100 bill you would be like, okay, well, I guess somebody else whose really lucky is going to get this free $100. And that's how I want you to think of your own value because just because somebody said no to it, it doesn't mean that it changes anything about you. You are still the same person with the same value, with the same offering. It's just that that particular organization, company, person didn't see it.

And maybe you could do a better job of communicating it and talking about it or maybe you were not a good match for that organization. But it doesn't mean anything inherently about you or that you're not good enough. Because that $100 bill still has value, no matter if it's dirty, no matter if somebody threw it on the ground and stepped on it, no matter if it's been sitting in a drawer for a few months, no matter if someone ripped it in half and taped it back together. It's still worth $100. It stays intact and that's the same with you.

So standing firm in the value that they offer is one of the key most important traits that standout candidates have. And they can go from

interview to interview, being rejected several times and never making it mean anything about them personally.

Alright, next thing, they do the work to feel sufficient, to feel abundant, and interview from a place of certainty in themselves and their ability to figure anything out. So from the average candidate's point of view they need to sometimes take less because they're not confident in themselves. Or they will need the validation, they're going to interview based on insecurity, scarcity and fear.

Whereas the standout candidate is going to show up feeling sufficient. They're not going to be desperate for the job, because they're going to know that that's not going to get them the job. So they do the work to feel sufficient where they're at right now, no matter what. They have a roof over their head, even if they're in debt, no matter what their circumstances are. No matter what their circumstances are they're going to need to show up feeling sufficient and there to serve. So they're going to be interviewing from certainty in themselves and their ability to figure things out.

And we as humans are allowed to believe anything that we want to about ourselves. So we can just believe that we can figure anything out. And you probably have evidence of having done a lot of things in the past that you hadn't done before. And you can use that as evidence that you can figure anything out.

But also just know that you have it in you to figure things out you haven't done before, even if you can't think of a lot of evidence in the past of having done things you haven't done. So pull on your resourcefulness, on your ability from the past. But also just the belief about yourself, that you can figure things out you haven't done. Because you will go and find the answers. You will do what is required to find the answers.

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And if you go into an interview and you get asked a curveball question and you haven't done that before or you don't know that software, for example. And you have full confidence that you can figure it out that will show up. And that shows up with standout candidates all the time, because truthfully we can't check every single box all the time that somebody needs or somebody says they need in the job.

And a lot of the times hiring managers are going to want to hire for attitude and they know they can train for skill. So if they really like a person and they're getting along with the person, but the person has never used Excel before, and the job requires a bit of Excel, they can have this person take an Excel course, and just as an example.

So if you don't have experience with something but you have the confidence in yourself to figure anything out, and you have other things that you've relayed that you can help with and you've done a good job in the rest of the interview and showed up as a standout candidate. Those things are not going to be deal breakers for you or for them. So they do the work to feel sufficient and they interview from a place of certainty in themselves and the ability to figure anything out. So they believe about themselves that they're resourceful. They can figure things out if they need to.

And then second to last, instead of interviewing based on insecurity, scarcity, fear and the feeling of not enough-ness, they interview based on value, service and certainty. And connecting with the interviewers is also something that doesn't hurt. But they are mainly interviewing based on value, service and certainty, so certainty in themselves that they have the attitude of service, and the value that they are focused and committed to giving.

And that sets them up for when they're having the salary conversation. They're going to be able to confidently ask for what they want because they

have done a good job of setting up the value from the beginning. That's something that I teach to my one-on-one clients is value based interviewing and how you can set yourself up to present in an interview where you'll be giving at least 10x the value that what you'll be asking for. So that is how it's done.

And then the last one, instead of only having the one opportunity in your pipeline, standout candidates have several opportunities always on the go. So they do the work to create these opportunities and maybe they're not interviews or direct job opening opportunities. But they are actively consistently engaging with others in the field.

They are constantly making the effort to have conversations that they are looking forward to with insightful professionals in the field to build a strong network in order to reap the benefits of that network for years to come. They are not shortsighted in the fact that they're just looking for something right now, and that's all they care about.

So it's very shortsighted to have that agenda because not only does it not become that effective when you're having a conversation, it also doesn't help you when you are in the interview because you're just pulling from that needy graspy energy again. Like I need it now, I need to get the job now.

And it's very counterintuitive because our brain goes into that desperate energy and thinks that we need to take the action now and do that stuff now to get the job now, and we end up so desperate that we end up exasperating ourselves. And then we end up with the opposite result of what we wanted. So they have several opportunities open, they are actively interviewing, actively speaking to others in the field and they are basically operating as if this was already done.

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So they are committed to their end result, they are already in their ideal role, they know it's going to happen. They kind of see themselves, their future selves at the finish line. And they know that it's happening and it's just a matter of the steps that they're taking to get there. They are loving life, learning along the way, enjoying the process, finding sufficiency in what they have right now, have the confidence that they can figure anything out when they need to, no matter what it is.

And they've gotten this far, and they're just not hustly, they're not in that hustly urgent, desperate energy. They're just calm, confident, in themselves, in their abilities, knowing that they're going to find their match and that it's going to work out better than they imagined, and they have that full confidence. And when they're interviewing and having several conversations with several other people in organizations, it also lifts the pressure right off them.

So that's one thing that my clients often talk about is that when they're interviewing for other positions they definitely don't feel that level of pressure that they used to feel when they only had one opportunity on the go.

And there we have it, average candidate versus standout candidate mindset.

To celebrate the launch of the show I'm going to be giving away an amazing surprise gift basket with all my favorite things in it. It will have some headphones, some books that I love and some other fun things that I know you will love too. And I'm going to go all out on this one. So you'll want to get in on this. I'll be giving away three of these to three lucky listeners.

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To get a chance to win one of these surprise gift baskets all you need to do is rate and review the show on iTunes. I want to create an awesome show that provides a ton of value. So please let me know if it's resonating with you. To learn more about the contest and how to enter go to nataliefisher.ca/podcastlaunch. I'll be announcing the winners on some upcoming episodes.

Thank you so much for listening. I look forward to talking to you next week. Bye.

Thanks for listening to this episode of Get a Better Job in 30 Days. If you're ready to dive deeper into your career mindset and start making a serious impact in your industry, join me at nataliefisher.ca/getstarted. I will see you over there.