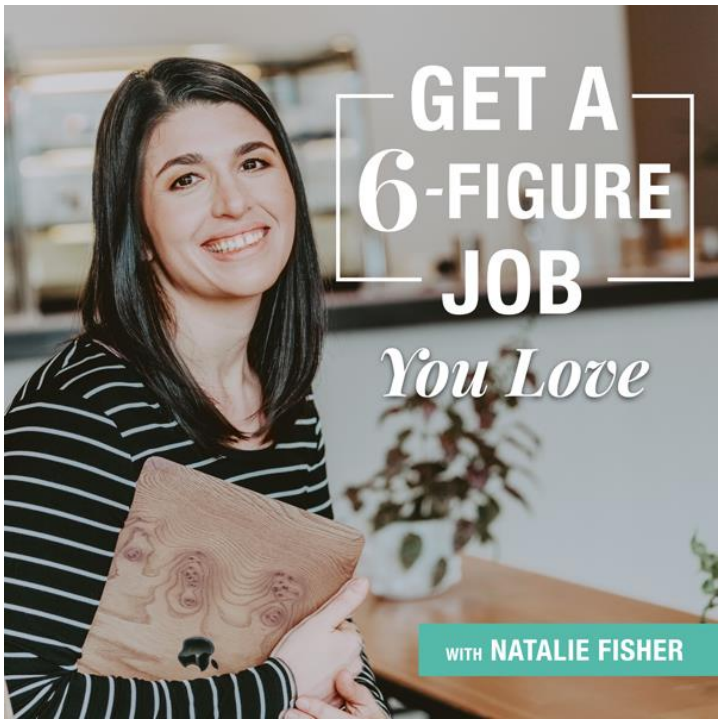
Episode 41: Shifting the interview



Full Episode Transcript

With Your Host

Natalie Fisher

Get a 6-Figure Job You Love with Natalie Fisher

You're listening to the Get a 6-Figure Job You Love Podcast. This is Episode 41: Shifting the interview dynamic. Hey there. Welcome to the Get a 6-Figure Job You Love Podcast. I'm your host, Natalie Fisher. I'm a Certified Career Mindset Coach who also happens to want to skip all the BS and get to what it really takes to create real results for you and your career. On this podcast, you will create real mindset shifts that will lead to big results and big changes in your career and your income. No fluff here. If you want to get a six-figure job you love and create real concrete results in your industry and make a real impact, you're in the right place. Are you ready? Let's go.

This is a question I get a lot and it's a big topic of discussion. I even got into a little mini debate on LinkedIn about it, but it's really what I'm excited to dig into today. The question that I often get from people is, how do you turn the interview into a conversation? How do you shift the vibe in the interview? I think it's a really good question. I broke down what I did, how I did it, and the mindset that my clients have to then successfully be able to do it. I'd like to start with explaining how we unconsciously think about interviews, because this is how we are programmed to believe that they should go. We have this idea that it's expected to go a certain way and that the employer is in full control and they're like the king or queen who has all the power to hire us or not.

We're like the people who are begging and pleading to get the job, as an exaggeration, right. Then that leads us to comparing ourselves to other people and thinking, oh, there's so many other better people. They say that a lot too, like the HR or companies will say, we've had so many great candidates. That just fuels this belief of like, oh, we're in so much competition and it's such a big thing and we need to try really hard to prove ourselves. Then we end up starting to devalue ourselves in this process of thinking this way. When we put ourselves or when we allow ourselves to be put in that position of, we're the lucky ones who get the opportunity, then that energy doesn't sell when we go into an interview. We think that subconsciously we're the ones who need to prove ourselves.

It's like the please hire me dynamic versus the conversation to see if there's a mutual fit. We end up thinking that the tone has already been set. We're like, this is just how interviews are, this is the vibe. They're going to ask me a bunch of questions, I'm going to have to answer them perfectly. If I don't, then there's probably another candidate who did and I'm screwed. That's how we get our whole interview mentality. That's why so many people struggle with interviews. The thing that we don't know is we have so much power over that vibe. In this podcast, I want to teach you how exactly to use that power that you have. I believe that we have this idea because it's just something that has been a societal belief, right.

We just think, oh, it's just competing against people. This is just because of how the process has been run and all of the things we hear being said repeatedly like, oh, we have thousands of applications for this position. The people do feel like they're in a position of power, right. We just go along with that and we just believe that's true. Then we hear things like, oh, but we had so many great candidates apply, and of course there's only one role and it was such a tough decision. We hear all this and it fuels it. I believe that's why this exists. It makes sense that we would all just go along with this, right. What we do is we try to prove ourselves and we try to overprepare, we try to be everything they want us to be.

They're like, oh, well, can you do this? We're like, yeah, yeah, yeah, yeah, I can do that. I can do this too. Yeah, yeah. Yeah. Like, yes, master, I can do everything. Right? Sometimes it can be like they really milk that and they're like, so what's your sales experience? What can you do with this? What can you do with that? Right? Then that kind of puts us into this stressful situation where we're like, oh no, what if I can't do that? Like, if I don't have experience with that, then I have to come up with something to prove to them that I can still do it, or they're not going to even consider me. Right? Then we build that pressure upon ourselves to be able to do everything, to be capable of everything, to have all the education, to have everything.

Then we end up putting impossible expectations upon ourselves when we know we're perfectly capable if we were given the opportunity to figure things out. The reason it doesn't work is because it's a sense of very needy try hard energy, and this repels people. In their head, when they're seeing you do this, they kind of expect it because everybody, like lots of candidates do this. Right. I've seen, sitting on the other side of the interviews, lots of candidates respond this way, they're in this mentality. They expect it, but it's nothing new, right? They really are only evaluating you based on what you have, only on what you have. They're not evaluating you as the whole person that you are because you're not showing them the whole person that you are with your energy, because your energy is constrained to yes, I can do that. Yes, I can prove to you that I can do that, or I'll show you I can do that, or yes, I can. Right? That's not entirely who you are.

It's probably not even who you want to be in the interview, but you're doing it because you think that's the best way. That makes sense. We all have been there. That's what most candidates do. But the thing is, is you can set a different dynamic. You can set a different tone. You can contribute to that dynamic and change it by how you respond to those questions, how you think and feel about those questions, and how you think and feel about the interview in general. We think we don't have a choice. We think, no, that's how it is. They're in control and I'm not. Something I often like to remind people of is you are interviewing them as much as they are interviewing you. We've all heard this, but we all forget it the minute we walk in.

The minute we walk in, we either turn into robots, trying to remember the perfect thing we wanted to say, trying to prove ourselves, trying to show them why we are the best person and how we can be the best person for them even if it's not who we are. Right. Then that's when your energy really just doesn't help you. We do have a choice and it's counterintuitive because we think that what others want is for us to do everything to make them happy and to prove to them that we can do it. But it's counterintuitive because it's actually a turn off. It's actually a needy, graspy, weird way to interview and it actually repels people. What ultimately we end up experiencing on our side is frustration. The cycle of trying to prove ourselves more better, go get more certifications, go get more education. Maybe don't apply. We always end up leading to taking a big, long break of not doing, not moving forward, or spinning in our own emotions, having really long, disappointing times of being rejected.

Then when we go back, we don't know how to do it any differently so we just think this is how it is, and this is the process. Of course, it's a miserable process if that's what you think it is. I experienced it totally differently. That's what I wanted to share with you with a couple of examples. But also I believe that the way that I thought about it, even unconsciously, when I was interviewing back then was the way that actually got me to have so many job offers, right, was because I wasn't thinking about it in this way at all. I did get a lot of job offers. Some I didn't, like I couldn't take all of them, but I didn't get some. I remember I was thinking back to this and I'm like, so I interviewed super well for this one position and I didn't get the job. She called me, the lady who interviewed me, she called me and she told me that they hadn't selected me and I was not disappointed at all.

I remember I was like, and I don't even remember if I had anything else in the pipeline at this time, but I just remember it was a really good conversation. I shared some really good stories with them. I had a fun time in the interview. I was totally happy with how it went. And so when she called and she's like, "Yeah, we've decided to go with someone else," but she's like, "It was so nice to meet you. We really enjoyed our time with you." I said, "Yeah, I really enjoyed it too. No hard feelings, totally fine. I'm glad you found someone." We had a really nice chat on the phone. I was like, it wouldn't have been for me, it's fine. I didn't have a second thought about it. I wasn't disappointed. I didn't put so much pressure on myself to try to be perfect. I just had a really great experience and then they didn't select me. I could even feel in her tone that she was like, "I kind of wish I could have hired you. But we decided to go with this other person."

She didn't say that to me but I felt like, that was just my feeling, but I was totally fine with it. I was like, that's great. I know how tough hiring is. I'm really glad you found someone. It didn't feel like that disappointing gut punch that it feels like to a lot of people. It just felt like that wasn't my opportunity. All good. Right. It's like, I'd been on some dates with some people. I remember this one guy in particular, we went out, we had this great conversation and he was a great guy. He really was, but I just didn't feel it. There was no good reason for it. I just didn't feel it. At the end of the night, he's like, "Well, do you want to hang out again?" I said, "You know what? It was really great to meet you. I'm really glad that we met. I hope you have a good evening." I was like, "I'm not into seeing you again, but genuinely have these really pleasant, respectful feelings towards you, but I just don't have that desire." There's nothing wrong with this.

I think I approach all my interviews this way. I wasn't like, oh my God, they've got to like me. I hope this works out. It wasn't anything like that. It was just like open, let's have this conversation, let's share. I'm going to share what I think I can do for you. Let's see what you need. What I know about you is really awesome. I want to see if your values are really aligned with mine. That is just such a nice place to be. Here's a few of the things I did. I did not wait to ask questions. I wouldn't wait until the end because I thought I had to. If they said, "Do you mind doing expense reports?" They said, "How do you feel about expense reports or whatever?" I would be honest and I would say, "Well, it depends what program you're using because I have dealt with some very tedious programs," like a software program for expensing.

My truth really was I don't like long, tedious, complicated processes that don't serve a purpose or that take up extra time or are inefficient. I didn't say this, but my question was asked from that place. Right. Like it depends, is your expense program efficient? That's what I want to know. They laughed about it and they're like, "Yeah. Sometimes it's got a few bugs, but it's pretty good." Then that opens up this conversation and they're like, "Which program?" They were telling me which one it was, I don't remember the name of it. Then I remember thinking, "Well, the one that I used was really good. I've used some really bad ones. The best one I've used, you can just take a picture and it uploads it and it does all the work for you and it's submitted. It's like two clicks and it's done." They were like, "Oh yeah." They're like, "Ours is not quite as good as that. We might want to look into that, but this is kind of what ours does." Then we had a laugh about it.

I just wanted to put out there that I'm not like, "Oh yeah, I'll do all the expenses you want. I don't care how long the process is. I will just do it because I'm here to serve you." It wasn't that attitude. It was just like, "Yeah, so it depends on how you do your expenses. Is it an efficient way?" Then we opened up a conversation about it, right. That conversation got to be had. Then we got to have some laughs about it. The experience is just so much better because of that thought process, right? That's one example. There's no way that I could give you a script or tell you what to say or how to ask the question. It's going to be in how you approach the interview, what you're thinking, what your priorities are. I'm going to get more into that through the podcast. Shifting the conversation. That gives you an example of what I just did there with the expenses. It gives you an opportunity to discover their real needs and your real needs and wants too.

Discussing their needs and the results they want versus discussing whether or not you can do the exact specific thing that they need you to do in the specific way they need you to do it. Right. There's a time and place for that too. Maybe it's perfectly in line. Maybe you're an expert at that. You can talk a lot about it, but there's different ways to approach different questions. We often think that there's only one way to answer. Unfortunately, the one way we think we need to answer is the way everybody else is answering, and so they are not impressed. Trying to prove you can do everything isn't always the way. I love to use this example too of one of my clients. She was in the interview for the marketing manager. I think I've used this example before, but I'm going to tell it again because it does work well here too. She

was interviewing for the marketing manager role and they asked her, would you be able to write the blog content for our site?

Instead of saying, "Oh yes, of course, I'd be happy to write as many blogs as you need." She said, "To be honest, writing blogs is not my strong suit and it's not where my time is best spent. However, I've got some great resources to outsource it. I know exactly what would be needed for the results that we're looking for," which is to get the leads and to get the SEO or whatever it is that they would want to achieve from the result of the blogs. She's like, "We can get that done but it's probably something that I would recommend we outsource because it would take me a really long time and it wouldn't be the best use of my time. I'm more into the strategy planning and the analytics and that kind of thing." Now she is on her way to be the VP and she's hiring a content manager.

What they heard when they heard her talk like that was, okay, this girl knows her strengths. She knows where her time is best spent for us. She's also focused on the results we want. Right. When I talk about this, people sometimes get confused because they're like, so I'm supposed to only care about what I want then? I'm supposed to just show up telling them what I need and that's my top priority? They're like, that's against everything I've been taught. Right? Because we're taught we need to impress them. We need to look good. We need to prove ourselves. We want to perform. It's not that we don't want to do all that, it's that we want to do both. It's not like you're only supposed to care about what you want. It's not like you're only supposed to care about what they want. You really want to care equally about what you want and what they want. That's the sweet spot.

I hope that makes sense because when you're only caring about what they want, then you're showing up as needy and potentially not asking the questions that you need to even know if it's a good fit for you, because you're like, well, whatever they want, they're the priority. That's not the most effective attitude because I've seen that play out a lot of times and it doesn't always go well. Then you don't want to be completely only focused on what you want either because that's not a collaboration, right? It's like a co-creation of the environment, right? If you start working there, you're going to have an impact. You're going to be able to contribute. You're going to have values and ideas and things you're going to bring to the table. They're going to be open to that and they're going to want that from you. Right? But if you're just trying to please them and prove to them and tell them you can do everything they need, then you're counterintuitively adding less to their culture.

You're not like a new thing that's coming in to improve things. You're just like, oh yeah, I got it. That might work for some companies. But from my experience, it doesn't allow the candidate to show up in the best energy to create the best vibe that they can because they normally end up asking, like coming across as needy. They're very rehearsed. They're very structured. They're very easily thrown off. They're very nervous because they're thinking, oh, I need to prove to them. I need to impress them. I need to perform. Completely forgetting about what you want or if it's even the right place for you, or if you even want to work there. Or if there's even any red flags about maybe there's something that you wouldn't stand for, you're not even paying attention to it because you're too busy trying to make them happy. Step one is going to be, you have to know and understand very clearly your value.

What you do best? Why you do what you do? Where you excel and where you don't? Where you want to be adding the value? The things that you are like when you're working in your zone of genius, what that looks like? Does that match up to them? Then you need to explain it. The first step that I do with clients is always getting really clear on understanding their own value first, because when that happens, then they're able to explain it so much easier. It's effortless because they know it. But the problem is we haven't spent hardly any time working on our own value or identifying it, understanding it. We don't know the impact that we've had. We don't know the results that we really created. We don't really have a good idea of those at all. When we don't have that and we go in into the interview just trying to please

and make everyone else happy, then we don't get to actually present ourselves in the full version of ourselves that they deserve to see and you deserve to present. Right?

That's step one is you need to understand clearly and own your own value first, own the impact you've had, own your zone of genius before you can explain your own value to anyone else. Step two is you need to know your priorities too. You need to know your priorities before you step into the interview. You need to know what your values are, what's important to you, and you need to know what you are looking for. It's not just about you being what they're looking for. It's about what you're looking for too. This is where I got into a little thing on LinkedIn with another career coach who was saying to me, "Well, you need to sell yourself. That's the most important thing. If you can't sell yourself, it doesn't matter what the employer thinks of you." That's basically what he said. I said, "Well, I disagree. I think it always..." Sorry. He said, "It doesn't matter what you think of the employer if you can't sell yourself."

I said, "I disagree. I think it always matters what you think of the employer." I think that this is the way to selling yourself. Because counterintuitively when we're running around trying to make everyone else happy, we're not prioritizing ourselves. When we don't prioritize our own needs at all, then we are not attractive to other people. We're just somebody who's needy trying to do things, trying to prioritize their behavior and what they think of us more than what we think of ourselves. That's an uncomfortable thing and you wouldn't like it either. If somebody comes up on the street to you and they're like, oh my God, you're so great, and they don't know you at all. It also has to feel like we earned it, right? As humans, it's kind of disingenuous if somebody compliments you or gives you things without you having earned it. It's like, you want to go to the interview or this is what candidates normally do.

They want to go to the interview and then they just want to be like, oh yeah, I can do everything you need. I'm your person. Of course, I can do that. I can do that. I can do that. The employer hasn't earned that from you. You just shown up and given it, which devalues it, devalues you. Right? Because you haven't taken the time to evaluate whether or not they are worth your willingness to give them everything they need. It's all human dynamic. We pick up on that and we don't like it. Because like I was going to say, if you're on the street walking and some stranger comes up and they're like, oh my God, you're so great. I'd like to take you out to dinner. You're not going to feel like that's right. You're going to be like, I didn't do anything to deserve that. You don't even know me. You might feel good about it. You're like, that's nice. Right. But it's going to be weird, right? The reason why I think it doesn't work in interviews is because most candidates are thinking like that, most candidates are just doing that.

Step three is you need to decide that you're going to show up as yourself not trying to answer how you think they want you to, but you're going to be open to what you want being available and to what they want being available from you. You're just going to be open about that. That's what allows you to be detached from the outcome because you knowing your value, no matter what happens in the interview, your value doesn't change depending on what they say or don't say. This is done by cultivating a strong, solid self-belief. Just to recap, because I think I got off track there. Step one is going to be clearly understanding, knowing, and owning your own value and impact. Then step two is going to be, you need to know your priorities before you step into the interview. Step three is deciding that you're going to show up not trying to answer how they want but that you're going to be looking for what's in line for both of you.

You're going to be open in a detached, open state. High intention, low attachment. That comes from knowing your value no matter what. Then step four is you need to decide ahead of time that you're going to be okay if it turns out you were really not what they were looking for. Because the reason why you're disappointed if you don't get the job is because normally, because you think that, candidates think that they didn't do a good job of selling themselves, they weren't good enough. Whatever you're telling yourself that makes you feel bad. But there's no reason to feel bad because you can evaluate and

be like, yeah, I want to show up differently next time. This is what I want to say, or I forgot to say this, or I'd like to do this, but you're not always going to be the fit for everybody. When you're disappointed, it's because you think you're supposed to be the fit for everybody. You think you're supposed to make yourself the fit for everybody. Right?

Sometimes you're going to mess up an interview. You're going to know that you could have done it differently and maybe you could have gotten it and that's going to happen. Then you want to decide ahead of time how you're going to think about that. You'll be like, how do I want to look at that? Do I want to look at that as I'm a failure, I want to give up and I'm sad? Or do you want to look at it as, what did I take from this and what's next? There's always going to be the standout candidates and they very, very clearly stand out among the rest because they do this. They bring the vibe. They don't just go with whatever the interviewer says or does and agrees. They decide their side of the vibe. They're like, okay. They're asking themselves as well as what the interviewer wants. They're asking themselves, is this a good place for me? Are they impressing me? Do I like what I'm hearing from them? Just to reiterate, not just that, but you want to prioritize what they want and what you want equally.

Why this works so well is because you are showing up as a different person and you are shifting the energy and you have more control than you think. As I was saying in the beginning, we have the control that we don't even know we have because we think it's just going to go a certain way and we just have to fit into that box and try to do it. When you know that you own your own value 100%, you're not intimidated when you don't know the answer to something. You don't make it mean that you're stupid or anything. You're just like, yeah, okay. I didn't know the answer to that, and you handle it. You don't need to prove anything. You don't feel the need to prove anything to anybody. You just show up who you are. You want to show them what you do and how you think you can help them. You'd like to hear what they're doing and if they're interested, but not at the expense of your own values and your own desires.

You want to make sure that your values align with theirs. What's created is, is that you get to carry yourself differently. You will ask questions out of genuine curiosity for, is this really the right role for me? You will have fun. You will loosen up. You will be curious and inquisitive both about what they need and what results they want, and about what you need and what you want and whether or not this is a match. You won't be afraid to ask questions throughout. You won't just wait until the end. I like to say, there's no questions police. If they are policing your questions and your timing, that says a lot about their culture and maybe you're okay with that. But it's normal to wait until the end to ask your questions. As I showed you in that example before, you can ask questions throughout, and that's what shifts the dynamic. It turns it into a conversation when you ask questions out of the structure.

A conversation is like, it's not just one person throwing balls to the other person. Imagine the normal interview dynamic is the employer, they're up on a pedestal and you're down at this little table and they're throwing you these balls. You're catching the ball, then you're setting it aside. You're catching the ball, then you're setting it aside. That's how the structure, the normal thing that we think it has to be is, but then it doesn't have to be. That's just how we think it is and then we show up like that and we entertain that and that's what happens. Instead, I would invite you to look at it as you're both on an equal playing field, a completely equal playing field and you both have a decision to make. You need to decide whether or not you want to work there. They need to decide whether or not you're the person that they want to offer the job to. If you're sitting on an equal playing field and you have questions, say you really are interviewing them, you've got a list of questions for them.

Then it's not going to be, they ask you and like the ball being the question in my example. They ask you a question and they throw you the ball. They throw you another ball. They throw you another ball. It's not going to be like that. It's going to be like you, they ask you a question, they throw you a ball. Then you

kind of spin the ball around, dribble it, and then you throw the ball back to them. Then they might throw you another ball. Then you might dribble a little bit again, you might hit a basket. Say if you answer a question really well and in your head you're like, yeah, slam dunk. Then you might pass the ball back to them asking them a question. Every time the ball is passed, a question is asked. But you get to decide if you want to throw the ball back to them. It doesn't just have to be them throwing balls at you and you're sitting there trying to dodge them, not get hit, catch them. That's what it feels like for a lot of candidates and it's not a very fun experience.

Of course, I understand why people don't like interviews or they have like this anxiety, tightness in their chest. Some of my clients have even told me that they have to take an anti-anxiety medication or something before they do it. It's because they're putting so much pressure on themselves. Right. It's fine, right? You're not alone. It's because of this mentality that we have about it. I just wanted to unpack how I felt about it, how I went through the process, how I feel about it, and how my clients start to follow my lead and they start to follow my example. Then they're able to show up in such a much more calm, relaxed demeanor. I was very enthusiastic and excited, I think. That worked well for me, but it doesn't work well for everybody. You have to also decide your style. If you're not a super enthusiastic person, then you're calm and confident. You decide how you want to feel and what's going to work best for you.

Getting back to what happens. You won't be afraid to ask questions throughout. You're not just going to wait until the end and prepare the three. You're going to be like, I'm genuinely curious. I probably will have some more questions. If somebody doesn't like you or they don't seem like they're impressed by you and you showed up as your true self, you're not going to be disappointed. You're just going to be like, well, I guess that wasn't for me, legitimately. I probably wouldn't have been happy working with that person anyway. You're willing to not be what they're looking for. You're willing to not make that mean anything about you. You prioritize what you want and what you think equally as what you prioritize what they are looking for. This is how you become a high value, high in demand candidate for these reasons. You get to experience having fun in your interview. You experienced a relaxed and open environment instead of a pressured tense, stressful one, and therefore, you get to be at ease with yourself and how you express yourself.

That's all I have for the podcast today. If this is resonating with you, if you're hearing me, if you're understanding why you're having such a struggle with these interviews, stay on. You're going to hear from some of my clients, they're going to tell you how they've experienced coaching and how it's changed what they've been able to create from it. Also, how you can take the next steps to take this work deeper and get my help. Thank you so much for listening. I will talk to you next week. Bye. If you're resonating with what you're hearing on the podcast, I want to tell you something. If we ever talk or work together or interact in any way, I will not even for a minute buy into the story that you can't get the job you want at the pay you want and deserve.

I will not buy into the story that the recruiter said you needed to have more experience or that you were told that you needed to get another degree or certification before you could be considered. Or that there are so many other great candidates out there that are more qualified who have already applied. Or that you need to check with your accountant first or whatever the excuse you have that robs you from your power. I will not buy it, because what I know for sure is that if you're not being valued and if you're not being paid at the level you know you can and deserve to be, there is a clear reason why, and it is a reason that is completely within your control. If you want to learn, what's really been holding you back so far and you're ready to get some help, head on over to www.nataliefisher.ca/apply. I will be able to help you identify why you've been stuck so far and exactly what you need to do to move forward.

I will help you do this by showing you how to take control of your career, how to set the frame for what you want instead of thinking that you have to be at the mercy of what you have. As we all know, if you don't believe that the job you want is available and that you can have it, you will always settle for the jobs you don't want. If you are ready to move out of that space and into a better situation, I am here to help you. I'm going to teach you exactly what to do with lots of examples. Head on over to www.nataliefisher.ca/apply. I'll see you over there.

Before we talked about it, I was really worried because I saw less interview, I saw less job post on job boards. Also, when I talked to some friends, they were saying that, okay, because of the situation. Even when I watch the news, it was like various current little crisis and business companies are not hiring anymore. I was like, okay, maybe I should slow down a little. Even if I do my best or even if I take massive action, it would be for nothing because there is no opportunities in the market currently. But we talked about it and you gave me several advice like, stop listening to the news, first of all. Also, there are other places too. Even if on job boards there are less job posts, some companies are still hiring because you have clients who still get new opportunities, and I should just continue. I have nothing to lose. I should just go ahead and do not let myself be distracted by the current situation. It worked because I kept having interviews at the same, almost at the same rate as before. Also, it is in the COVID situation that I get this opportunity.

But you know, that's the funny thing though, because when I was... Before I connected with you, I was looking online. I was watching YouTube. I was Googling these things, trying to find out what are the answers I should be saying. It just felt like everybody online that was giving advice on this stuff was giving you an overly rehearsed answer. Always following the star method and always doing this. It didn't feel natural to me. I think I was trying to emulate those answers and it didn't feel right for me, it didn't feel right for me at all. I had to just find my own way with it, I think.

I knew that it will happen. I am not sure why I knew it. I just knew it. Like it's going to happen, I know. I know it's going to happen. I know I can do it, because you see people with less experience or less skills or qualifications out there doing your job or the job that you want, and it's like, why not me? I know I can do it. I'm not sure how to explain, but I knew it.

When you leave me an iTunes review and send me a screenshot of the review directly to my email at natalie@asknataliefisher.com, I will send you a free gift as a thank you. This free gift, I usually sell it for $100, so it's $100 value and it contains 50 examples of behavioral interview questions. If you've ever stumbled, second guest, rambled in an interview, not sure exactly what to say, I have this free guide that's going to give you so many examples that there's no way you'll be confused at the end. It's helped thousands of people land jobs just from understanding so clearly what needs to be included. If you don't know how to tell a good story, inside you'll find the exact words. If you don't know what stories to tell, you're going to see the components of a successful story in action, and 50 at that.

You don't think you have any good stories to share? Don't worry. There's 25 questions in there to ask yourself to pull the stories from your own brain. To get your hands on this, all you have to do is leave me an iTunes review and send it to me to my email and I will respond with this guide. Thank you so much for listening and I will talk to you soon. Bye.