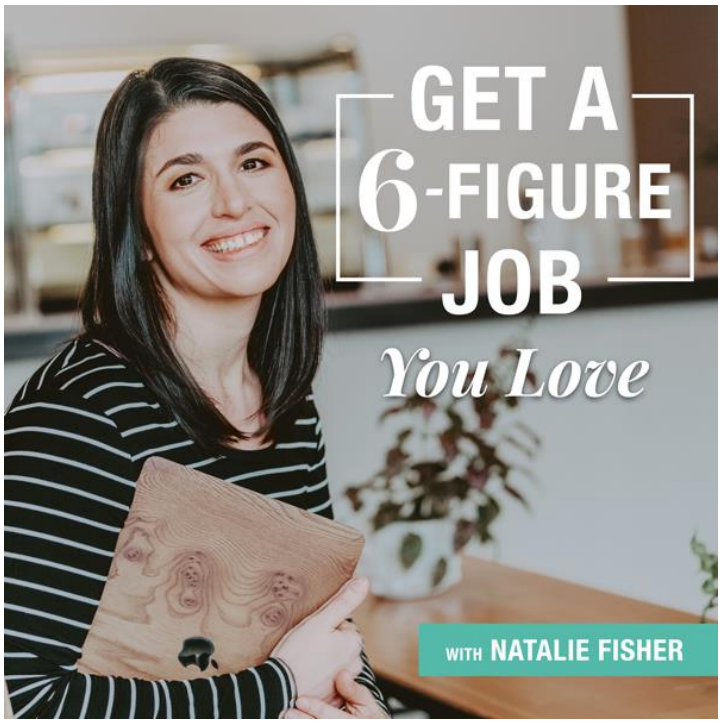
Ep #46: High Perceived Value



Full Episode Transcript

With Your Host

Natalie Fisher

Get a 6-Figure Job You Love with Natalie Fisher

This is Natalie, and you're listening to the Get a 6-Figure Job You Love podcast. This is episode 46: High Perceived Value.

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 in 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 6-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.

Hello. Welcome back to the podcast today. So excited to dive into this topic. I've been coaching a lot on it. Now that my clients are up-leveling, they're blowing their own minds. They're blowing my mind on what's possible for them, how genius they really are. And you too, you listening. You're a genius too. You just haven't discovered it yet. And I'm going to show you how to discover it in this episode. How to get a little bit closer to discovering it hopefully in every episode that I do. So high perceived value. When we go for an interview, when we have a conversation, when we have an interaction with somebody, we are perceiving. We are giving off a certain level of perceived value, and we do it by giving off a bunch of subconscious triggers, like body language, the energy that we give off, the way that we speak, we're doing all of that.

And we're not... we don't really know what it is we're giving off. And so if you're in the situation where you keep on getting rejected or turned down for jobs, so you keep getting interviews, but then you don't get the offer, or you're really close, but you still don't seem to seal the deal, this episode is going to be very helpful for you. But even if you're not in the interviewing process right now. Any conversation that you have that requires you to advocate for yourself, ask for more money, anything like that. It's going to be super valuable for you to understand this concept of high perceived value and what a high perceived value person thinks, acts, and what they do. So I'm going to go through the list of the things that make up high perceived value and what needs to happen for you to become that person of high perceived value.

Because you might be somebody who's given a lot of value has a lot of value to offer, but you're not giving that off, right. So part of it is going to be in your words and what you say. But the large chunk of it is going to be in how you perceive yourself. So, let's get into it. So the biggest issue is that, first of all, we don't normally value ourselves to the point where we need to, right. We don't give ourselves the credit. So I talk a lot about this, and it's very funny. My assistant actually just said... I told her how great she was doing to helping me to promote on LinkedIn. And she comes up with really good ideas. And so I was just telling her how much I appreciate that and how much our podcast numbers have grown and with all this stuff that she's doing, and she's just responded with, "I'm just doing my job."

And I said, "Go back and listen to the Flippant Effect episode." It's cool to say, "Yeah, I am doing great. We're doing great." It's cool to just be able to say that, right. And own it and just enjoy it, right. Instead of kind of downplaying it and be like, "I'm just doing my job." So that's the first thing is, we don't know how valuable we are, right. And then if somebody says that something to us about it, someone points out our value, we kind of downplay it. So I've talked about that before. But by doing that, we're kind of telling our brains like, "Yeah, you're not really doing that big of a deal. It's just your job, right. Anybody would do that, right." So that's the first problem that we have. And I dig into that, and I've spoken about that before. But another big problem about not being able to be that person of high perceived value or not acting like that is because we don't really know what it looks like.

We're not really concretely clear on how to exude it because we don't know what it looks like. And I believe we have a lot of misconceptions about it. So that's what I see with my clients kind of unconsciously thinking what high perceived value is. So it doesn't really make sense when I say it out

loud, but this is what people are actually doing, right, without really knowing that this is what they're doing. So we think that high perceived value means being very agreeable to everything, right. And saying, "Yes, I can totally do that." Kind of in that I need to prove myself energy, right. Like, "Yes, I can do that for you. I will figure that out. I'm really good." And that, coming from a confident energy, is a good thing.

But often, it comes from needy energy, right. And it comes from a place of thinking, "I'm not good enough. So I have to overcompensate, and I have to prove myself." And so, and that doesn't come from a very good place because it comes from an insecure unconfident place, right. So we think that's valuable to someone, right. We think that someone's going to find that we're like, "Oh, we're really... we're going to do everything that we can. I'm going to do this for you. Please hire me. I will prove myself. I will do it, right." And coming from that needy energy, and we don't realize that we're coming from needy energy that is low perceived value because it's counterintuitive and it actually is needy. And the reason it's needy is because it's putting somebody else's needs ahead of yours. So it's showing that what you want is more important. I'll do anything for you. I don't about myself, right. And we think that's a good thing in society to be so selfless that we'll give someone the shirt off of our back, right.

And we need to question this and be like, "Do I need my shirt right now?" It's like we need to question that and make sure that's coming from a place of strength and confidence. I mean, if somebody else is freezing, and they need a shirt, and you're not freezing and you're totally fine to give them that shirt, then that's fine, right. But when we give, or we do to the point where it hurts us even a little bit, that's not high perceived value. That's needy. So the reason why this exists. The reason why we are kind of conditioned like this is because growing up we're taught, okay, do for others, right. Put others ahead of you. And especially women are kind of taught this, right. We're praised for putting others ahead of ourselves and being in service to others and kind of being like, "Whatever you need, right."

And so, because we don't know that this is actually not something that is attractive. When we grow up, we just kind of keep doing this and think that this is high value, but it's not. So then what we try to do is we try to figure out what words we need to use and what we need to say in order to be high value. So if you're in a cycle where you've been going for a lot of interviews, you haven't been getting the job. You might be giving off some of this needy energy without knowing it. And so the way that you might try to solve it is to be like, "Okay, I'm just not answering correctly. I need to get it right. I need to figure out what it is I need to say exactly. I need to get those specific words. I need to get the script. I need to understand how to answer this question, right."

Even if what they're telling you to say doesn't actually align with who you are or what you want, right. So that's how we try to solve it normally. And why this doesn't work is because if you're not completely authentic and aligned and dancing to the beat of your own drum, I think that's what it is. But anyway, if you're not in that authentic expression of yourself, then that energy is going to come off to somebody else as lower perceived value, right. It's going to come off with low perceived value if you are not in your authentic self. You don't know who you are, and you don't know what you want. And you're just kind of trying to follow instructions to try to get something right. That's going to come off, and that's not going to get you the success that you want.

So we're trying to follow instructions from someone else that we saw online. Maybe we saw a video, and they're like, "Oh, they said, I should answer it this way." So you start to try to answer it. And I've talked about this before. A lot of my clients, they turn into robots. I'm like, "Okay. So how did you answer the question?" Then they'll tell me, "Well, I am of highly adoptable and highly reliable." And I'm like, "Okay, where was the person I was just talking to because they just turn into this person who's trying to get it right." And when we're just trying to get it right, we're not being authentic to ourselves

because we get to what's right for us. So when we're doing that, we're not actually doing the inner work required to actually become that high-value person. We're trying to solve it with a band-aid solution.

And the band-aid doesn't work, right. It's like a lot of dating advice. It will say we're... basically what it says. Is the successful dating advice that I've taken always says you work on yourself first. You start to become the person that you want to attract. You become the level of the quality of person that you want to attract. And then things start falling into place. So if you go and you start going to the gym, you start getting healthy and fit. You start pursuing your own hobbies. You start really owning, figuring out who you are, and making yourself better. Then it's going to be so much easier for you to attract a really great quality, amazing person versus if you are not working on yourself. And you're just trying to figure out what you need to say to somebody so that they will like you, right.

That is not high value. That's not effective. And funnily enough, when I notice when dating coaches or coaches are trying to tell you what to say, they are trying to emulate that high-value vibe. So they're just trying to tell you, "This is what a high-value person would say, so this is what you should say." But if you're not actually embodying and living in that high-value persona, you're not owning that yourself. You're not being that high-value person. Then you can say the words, and they might work for you temporarily, but they're not going to be authentic to you. You didn't really learn the lesson if you know what I mean. And so it could be temporary, and it might not... it won't work out, right. So even if you did win someone over with these words that you learned to say and these perfect answers, then you still haven't done the work to become that high-value person that is able to succeed the next time, right.

You're just kind of getting ahead with bandaid solutions, and that's not sustainable success, right. So it's very similar with interviewing. You have to have those beliefs about yourself. You have to have the self-regard and the self-respect for yourself, your own accomplishments, the results you've produced, your thought processes, your strengths. You have to have regard for all that first. And then it will be so much easier for you to get hired into a really great high quality, high-paying opportunity, right. Rather than if you're trying to just learn what you need to say to get somebody to say yes to you. That's a really long uphill battle, and it doesn't work. And that's what most people are doing. So that's why it's not working. So I was lucky in that my dad gave me these beliefs. So as we're kids, we grow up. We listened to what our parents say.

And so my dad, I've kind of noticed who I've become based on what my dad has said. Some of the beliefs were really not good. And some of them didn't play out very well in my life at all, but this one did. And I believe that it's a large part of why I'm here doing what I'm doing now. And I thought it might just be fun to share it with you. But looking for yourself and how you can apply it to yourself. What beliefs do you have that people have told you that you've really grasped onto about yourself, your value, and who you are as an employee, for example? So what I kind of trace this back to for me was my dad's a woodworker. He owns a cabinet... He's called the English cabinet maker, and he runs a business. And so, from a very young age, I was helping him in the shop.

So I was only child for five years now. I had a brother and sister that came after. But I was really young, and I was helping out. So he'd always have be doing stuff. And he'd always keep having me filling things in with putty or whatever to the... He would make furniture, and he'd have me doing things that were safe for me to do. But anyways, I wanted to make money, and so I was very motivated, and my dad was good at explaining things. So he was a good communicator, and I learned to do some work for him. And so he just started giving me this belief that you're really good working. You're a hard worker, and you're a good at following instructions. And you're a fantastic employee. That's what he would say to me. And so, I was young, and I didn't really pick up that this was affecting my beliefs as a person as I grew up.

But this is what happens to all of us. So you will have beliefs that you don't really know where they came from, maybe because of something of your parents said, or one of your teachers or somebody of

authority said to you. And sometimes these things can really stick with us in a positive way. And sometimes, they can stick with us in a very negative way. So I'm just giving you an example of a positive belief that my dad gave me. So I believe that when I grow up, I just always thought I'm a fantastic employee. I just never had it any doubts about it because my dad said that that's what I saw to be true. And that's just what I kept seeing to be true, right. And I've always just believed that. So when I'm interviewing, of course, I'm not going to have any doubts about myself because I'm just like, "Yeah, I'm a good employee. Yeah. That's just who I am, right."

And so with that, I believe that I was able, well to really have this energy of that, that I would bring, right. And this came from that underlying belief that supported everything that I said and did, right. So you have beliefs that are either supporting you as a valuable employee who's going to be very good at what you do, or you're having some beliefs that are second... maybe they're second-guessing. You're like, "Oh, but I don't know if I can do this part. Or I might not be able to figure this out, or what if I can't do this, or I can't ask for that much money." You're going to have either a set of negative or set of positive. And those beliefs are what is guiding your results right now. Okay. So we all had good and bad beliefs that we got growing up.

So just to share for fun. My dad also told me that I was not good at sports, that I was not coordinated, and that I was never going to be anything... any good at anything that involved coordination or athleticism. And that became very true for me too. So, and that was just what he said. I was lazy one day as a kid. I didn't want to get up and get something or something. And he made that mean that all of a sudden, I was no good at sports. And I wasn't. So when I went to school, I'd be like, "You know what? I'm not even going to bother to hit the ball because I'm no good at sports. I'm going to try to stay away from the ball because I'm a burden and I'm a problem. And I should just let them do it because they're good at it, and I'm not, right."

And it was all because of this belief that I had, this underlying belief that I had, that my dad had said that I just took on as that's who I am. I'm just not good at sports. I'm a fantastic worker and an employee. And I follow instructions well, and I work hard, but I'm just not good at sports. And so that's all I would see, right. So I want you to pay attention for you. What are the beliefs that are really holding you back, and look at the fact that they're just beliefs, right. So as I grew up, I started to realize that I had the choice as to what I wanted to believe, and I didn't want to believe that I was not coordinated and awkward. And so I decided to go to a step class.

So I'm not sure if you guys are familiar with step, but it's kind of like an aerobics where they have this little step. It's a group workout class. And I'm like, "You know what? I want to do that. It looks like fun. And I thought I might not be coordinated at all, but it looks like fun." So let's try it." So I went, and I fell down a bunch of times. It was very embarrassing, but I thought, "You know what? I'm going to keep trying until I figure this out." So I did. And then, I ended up actually going to get my certification, and I ended up teaching step. It was harder. I think it was harder for me because I had that belief. I feel like if my dad had just said to me when I was younger, "You're very good at sports. You're super coordinated." I probably just would have believed that.

But he, for some reason, decided my sister was the coordinated one. And so she's the one who's good at sports. So we just never know where we pick these things up. But the point is, now we have a choice. You have a choice as to what you believe. So I was able to change that belief about not being coordinated. And my belief now is I just had to learn and keep going until I figured it out. And then I did. And that's the same for you. So if you have a belief right now, that makes you feel like you're not very valuable or that you're not as valuable as other candidates or whatever. You want to look into that belief and ask yourself, "Do I want to continue to believe that? And how could I start to change that?"

So that's the inner work that I'm talking about that is required for you to show up as a very high-value candidate. And most people don't do that work. They just try to find that bandaid solution of what they need to say so that they can get it right. So most people don't know what their specific beliefs are either. So that's what I do as a coach is I question you on those beliefs, and we get to the bottom of them, and then I coach you on them so that you can then move forward and be free of them, right. So basically, I'm just poking holes in the beliefs that don't serve you all day. And then you get to kind of see the different paths that you can take, and it's very exciting. So, what's ultimately created from that is when you have these beliefs, and you don't identify them, you create a cycle of failing in the same way.

You fail by doing the same actions and still not getting the results because you're not doing the inner work. It's kind of like those expressions that they have of you can't put lipstick on a pig, you can't put whipped cream on garbage and expect that to be desirable, right. And so what we're trying to do is we're trying to cover up our limiting beliefs with a nice script of a very perfectly worded answer or whatever it is. And we're not doing the inner work that it takes in order to clean up what's there and actually show up from a place of high value, and then we're not aligned, right. So if it's called not being aligned, when you are taking the action, and I did this for a long time in business. I was like, "I'm taking all the action. I'm doing all the things, and it's not working, right."

It's because I hadn't done the inner work. And I was just trying to do actions, right. And that wasn't helping me because my underlying beliefs were what was actually driving those actions. And of course, those actions were not working, right. I was getting tiny, tiny results, but it wasn't what I wanted or even close. So what actually needs to happen is you actually need to become a high-value person in your own eyes first. You actually need to do that work in order to exert that full-body belief in your own value. And the way that you do this is that you really work to believe that you're a desirable candidate that people want to hire. You can't create the desire for someone to want to hire you if you don't think that you are of high value yourself, right.

So you've got to ask yourself, would you hire you? Would you pay you what you're asking? Because really nobody wants to hire someone who's doubting themselves. No one wants to hire someone who's judging themselves. Second-guessing themselves. Constantly beating themselves up. I've worked with a few people like that. And I mean, they've been hired itself, and it's just there's just no upside to it, right. And they end up wasting time. And I have an episode about being your own worst self-critic and how we think that's effective, but it's not. It's like no one would want to hire a career coach who doesn't think she's that good at resumes, or she doesn't think she's that good at helping people, right. Or she's got her own life is a mess. Or she hates her own life. Nobody's going to want to hire somebody who isn't successful at their own... at seeing their own value, essentially.

And so that's where the neediness comes from. So we're very unconsciously coming from a needy energy when we don't put that time in to see and explore and actually understand our own value concretely. So the things that create high perceived value. The first thing is the way you value yourself. The way you really see your own value. You have no doubts about it. You feel confident in articulating it. So that's how I felt when I was going for interviews. That's why I was so successful at it. Second thing, you need to create that intentional self-confidence. So as you need to work to create intentional self-confidence within yourself. And this is not something that comes naturally or normally to us. What comes naturally and normally is beating ourselves up, shaming ourselves. Telling ourselves we're not good enough. Telling ourselves we have nothing to offer. We're no good.

That's what comes naturally. And so when we go through that and we're used to telling ourselves those negative patterns for a long time. Then we can't really show up as a high-value person, right. Because it's going to be very difficult to show high perceived value when you're not in a high perceived value state of yourself. So we go in-depth on this inside my program. There's no way to go through the

program and not up-level your confidence in a huge way. And I just have the one podcast, Intentional Self-confidence, that if you listen to that will already raise your confidence by several notches if you do the exercise there. And if you want to raise it even higher, that's when you need to be in my program. If you haven't listened to that podcast yet, it's basically just to recap it. It's going to give you some exercises of what you need to ask yourself, to dig out those things you've done in the past and start to help you see in a new way how valuable you really are.

So the third thing that creates high perceived value is choosing a win-win mentality. So high-value candidates are looking for situations where there is a win-win for everybody involved. So first, they believe this is a possible thing that can happen. So they don't believe that somebody has to lose out for somebody to win. They believe that there's win-wins for both people. And when you're doing that, then that creates an energy of a discussion of a conversation of an open forum to share ideas and have this really rich discussion, instead of you trying to prove yourself or them trying to interrogate you, right. So if you're just looking to please the employer and you don't appear to care about yourself or what you want, that is low perceived value, that's needy. If you only want what you want and you don't care about them, then that doesn't work either.

So someone of high perceived value is someone who looks for win-wins, who's genuinely in win-wins. The next one. Number four, someone who contributes valuable ideas and solutions. And so the way that you do this, is you show this as having done it in the past through stories, whether that be a valuable way that you've navigated a conflict with a coworker or a boss or a valuable way that you fix something and learn from a mistake. The mistake stories are very rich because they can show the interviewers how you learned and how you're now a better employee, a stronger employee, a smarter employee because of this mistake. Or it can also be the way that you've solved the problem, found bottlenecks and projects. It could be anything, but it needs to demonstrate how you have provided valuable ideas, contributions, and solutions. And then, the fifth one is high relevancy to what the employer is looking to achieve.

And that comes from you having high curiosity depth. And I have a podcast coming out on that as well. So stories for the hiring manager are very, very important. Stories are the way that you communicate your value in a way that really lands with people in a way that people really remember. So a lot of people will tell stories that are... but they don't really know how to connect them up to what's relevant to the employer. And then they might say to me, "But it's not really," because it's not related to what they're doing at all. You can actually connect anything to what the employer wants. You can do this by... it's like the fundamental characteristics you have that you bring to the table that you would apply to any project or anything that you're working on. So, for example, you might not have something that matches up exactly to what you're doing in this new role that you're interviewing for.

So say you're making a transition from HR to Salesforce administration. Let's say they ask you the question, can you tell me about a time when you worked on something complex where you didn't have clear direction and you only have HR experience to talk about?

So you might say, "Okay. So I was asked to design an onboarding process for an organization, and I was part of the HR team that was hired to help create this onboarding process, and that was my responsibility. I didn't have any direction. I didn't have any idea how they wanted it to look or anything. And I wasn't even sure who to ask. So I started by doing my own research. So I asked who the last employees were that were hired. And then I started asking them what their experience was, how that went for them. Just started doing my own diligent research about what was already happening. And then, I was able to gather that information and improve upon it. I asked them what worked well for them, what didn't work well for them. And I was able to put together a new plan and then set that up for the next people to test it out, and then I would gather feedback after that."

So I understand that this doesn't have to do with Salesforce. But the way that I bring my skills here is that I am very good at being able to do my own research. Investigate on my own. Take initiative and ask the right people the right questions. So I don't need handholding here. And I understand that there's going to be a team here, and they're all going to have a different way that they might want something done. They're all going to need a different piece of information. They're going to need access to certain things and different permissions.

And so I would make sure that I'm... because that's who I am a very diligent about making sure that everybody has the information that they need. And so that's what I would bring to the table in this situation is my really good skill to take initiative, communicate, and be able to make sure that everybody has what they need. So that is an example of how you tie something that you've done in your characteristic, like your thought process, to something completely unrelated, right. So you're selling them on yourself there by saying, "This is why I'm valuable in this situation even if I haven't done this specific Salesforce thing." So I have several clients who are transitioning. They've transitioned to a Salesforce administrator role when they didn't have experience doing that before, but they've taken the exam, and they know how to use Salesforce. But they haven't actually worked in that official capacity.

And so this is an example of how you communicate your inherent value, your characteristic, the way that you communicate take initiative. That's the value that is perceived there. So it's relevant because you made it relevant to them, just like I did. Then you can come back and say, so this is what I did. I made sure that I looped [inaudible 00:28:43] the right people in by asking the right questions. I didn't require hand-holding. I understand how this works. So that's just like I did for that onboarding process. And it worked out really well. I ended up getting really good feedback, and the employees were much more well-informed, and they gave me a shout-out for it. We had this channel that gave me a shout-out. It was great. So that's one example, connecting the relevancy to what they are... wanting what they are doing. The inherent characteristics that they want in the person not having to get fixated on that specific experience.

So why this works is because you are not your experience, right. So we get caught up a lot on, "I have to have this specific experience. They told me I had to have this specific experience." And they just say that because they don't have any other good reason, but it's because the energy was off. It's because they didn't feel that from you. They didn't get the vibe. They didn't the desire to keep interacting with you, have you on the team. They didn't feel that desire. They weren't drawn to you. And it was because you weren't operating at your capacity as a high perceived value candidate. So when they see you as that high value candidate, you will match the vibe of others who see themselves as high-value and are looking for someone on that wavelength. And when you're interviewing for high-quality opportunities for people that you really connect with, you want to be able to hit those points.

So what you need is, is the willingness to take a look at those limiting beliefs that have held you back so far. So they've held you back in earning the money you want to be making in adding the value that you want to be adding it in the way you want to add it. So everything that you have in your life right now, it's coming down to a belief that you then operate from. And so you need to ask yourself, what are those beliefs about your value right now? How valuable do you really believe you are? How much monetary value do you think that you would contribute to an organization if you were hired in that role? And can you add that up? Can you see that? And that's what I help people to do. So when my clients are able to finally see that for themselves, they have a very easy time going out there and expressing it and then getting paid what they deserve because that's the law of the world.

That's how it goes. The value that you put out, you get value in return. So what ends up happening is you start to add more value when you believe you are of high value. And see how that works. If you just simply have that belief, I am of high value. I have a lot of value to offer. You start to see more

opportunities to add value, and you become more valuable. Your brain creates what you tell it is true. Your brain follows what you believe is real. So you need to choose your beliefs wisely and challenge the beliefs that are not helpful to you. So your high value will start showing up, and you will start acting more of high-value when you believe these things. So high value also creates a higher level of opportunities, and you become more well versed in finding them and looking for them because somebody of high value has lots to offer.

So they're not going to pull back from applying for some opportunities. They're not going to hesitate or second guess themselves, or doubt themselves when they see something, or they have an opportunity to apply for something. You end up having more opportunities for high-quality roles. The possibilities in your life and your career become a lot bigger. You have more of an open mind about what's possible for you because you consider yourself a high-value person. So, for example, you open your mind to the real possibility. So say if you're not quite at six figures yet and you believe you're getting there. You're like, "I do have value to offer. I don't know if it's six figures or more yet, but I have value to offer." You start to open that possibility up for yourself. And even just having that possibility exist means your brain can go to work on thinking about that, instead of all the reasons why you're not good enough for what you haven't done, which is what our brain wants to do, right.

And so then you can open up the possibility to making multiple six figures in your career because you can see how that's possible for you because you're a high-value person, and you start to put together how you can add value. So you start to use your brain much more effectively. So essentially, that is what I wanted to say. So that's been a long one longer than I anticipated. And if you're not in my program yet, you need to get on over there. So a fun thing that we have been doing on the podcast. And maybe you've heard already are some of the clients' snippets of things my clients have said about their experience with coaching, what they've achieved. So stay tuned to listen to those. Cheers and I'll see you next week.

No. Just a thank you to you for getting me where I am right now. I mean, I still have a ways to go, don't get me wrong. I feel like this is a work in progress, but to think three months ago, I mean, it's basically three months, I think since I contacted you and really-

I know.

... started job hunting for real, and now here I am two weeks into a job that I never thought I would get in the middle of a pandemic. And it's crazy. I can't quite believe it at the moment. And I kind of want to say I was just lucky. But I know there was...

Yeah.

... there was a process to get me here. And it happened to come rather quickly, and maybe there was a lucky component to that, I'm sure there was. But thank you for keeping me on track, holding my hand through it, and making me feel better on those days where other people were bringing me down.

So I had my interview with the assistant sup and when he called... After the interview, you know I interviewed. And he called me a few days later, and he told me... he called me personally and said, "Congratulations, I want to let you know that you got the position and you're going to... we want to offer you the position, blah, blah, blah, blah, blah." And then he just started to talk. He said, "But I just have to let you know something." And I was like, "What?" He said, "In all the years, I've been in education for 50 years." He said, "In all the years I've been principals and superintendents and everything. And all of the interviews that I've done, yours was the most perfect interview that I have experienced. Your interview was perfect. When we went through the score, perfect. Never, ever, ever did I have someone interview as perfectly as you did."

Wow.

And I said, "What?" I couldn't even tell you what I said to him [crosstalk 00:35:31]-

I don't even know what to say.

No, not even that. I didn't even remember what I said. But for him to say, "The most perfect." Even [crosstalk 00:35:40] all the domains, the leadership domains. Perfect. Perfect. You got perfect. And I was just like, "Thank you. It's been a long time coming, sir. Thank you so much."

Wow.

I was the e-learning person. Everybody started in a month to be online, so I was like an important...

Mm-hmm (affirmative).

I was having an important role within university in this exact moment. But you have to be selfish sometimes and think about-

Yeah.

... you and your family and what's best for you. And the job offer I got from Northwestern was better. Better conditions. More flexibility. Working within a team that was something I was missing in my current roles [inaudible 00:36:32] I was weighing the options.

Yeah. And then I guess there's something else I want to tell. If anyone else is in that position, I am relatively young to everything. I'm just getting my feet wet with the whole job hunt, the job search. Everything. Building my own career. I know for sure that other people watching this, they've probably had more experience than I had. So with my limited understanding on how the professional world works, if I managed to figure it out then I have no doubt that, especially with Natalie's help, you'll be able to figure it out, no problem.

[inaudible 00:37:08].

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