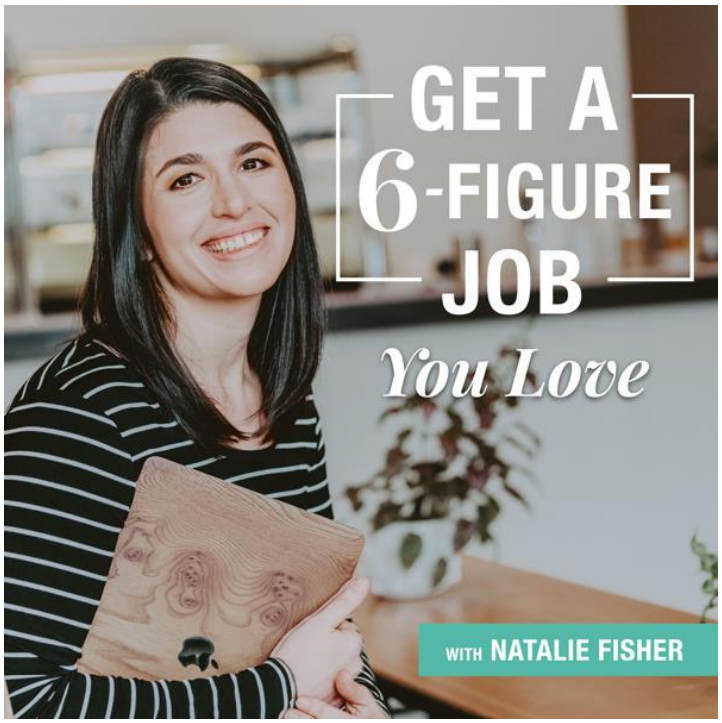
Ep #80: Job Interview in Reverse



Full Episode Transcript

With Your Host

Natalie Fisher

Get a 6-Figure Job You Love with Natalie Fisher

Hello. And welcome back to the Get a 6-Figure Job You Love Podcast. This is Episode 80: Job Interview in Reverse. 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 flop 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.

Hey, so today I want to go deep on the concept of you are interviewing them as much as they're interviewing you. So we say this all the time, right? It's just like a sentence. It's like a cliche, but we don't really say how to do this and we don't really do it. We'd just ask a few questions at the end, but we're not really interviewing them. So I want to go deep on this today and I'm calling it job interviewing in reverse. And when you learn to do this, you will have a new perspective. A lot of my clients have come out thinking, "Yeah, you know what? I interviewed them and I actually don't feel like they're the right fit for me." So the problem is we're not living it and it's just a thing we say, and I want that to change today. It's like saying you have to build the know, like, and trust and you being like, "Yeah, I know." But we don't really understand how or what it takes or what that looks like.

It's just a cliche that we say. But I would like to do is take the opportunity to go much deeper on this and share with you why you would need to do this in order to really achieve mastery over your self-confidence and achieving mastery over your self-confidence, what that's going to open up for you as far as results and increasing your income, moving from a 100k to 200k salary ranges and above within your career. Right? Very high earners, they interview the people that they are considering working for. It's just as important. So why we don't do this? We believe it's the employer who always has the power and it's them that are in the powerful position by default, because they're the ones who have the offer to offer. So they're the ones who have the power. They're the ones who have the salary, the money, the means. And they're the ones who can say yes or no to you. Right? That's just kind of the box that we think about this hiring process in.

And it's like, there's only one person that gets it. Everybody's competing, where the one person's really lucky. And it's really the candidate who plays into the scarcity mentality. They play into that thinking, "Oh, that's true. There is only so many opportunities. I'm lucky to get one. I shouldn't be asking too many questions. I shouldn't be putting too many stipulations on what I want. What I want should come second." Even if we're not consciously aware of this, this is how most people interview. So what we do is we don't interview them. We don't think deeply about what we want. We don't treat it like we're really interviewing them at all. We treat it as though we are trying to be accepted by them, trying to prove to them, trying to convince them that we are good enough, that we are the best person and that we are capable.

And that is a very different vibe. We treat it like we need to be accepted and approved of by them. And if we are, then that means we're good enough and we can finally be like, "Okay, good. I'm validated." But employers do not have all the power. It is just an illusion that we all buy into. Therefore, it becomes kind of the norm. In many situations, the employers are at the mercy of the employee. Consider if an important employee walks out without properly documenting or handing off his or her work. Consider when coworkers go on strike for not being treated reasonably. Employers need employees just as much employers need the right employee to advance their business, to increase their growth, to play a role that no one else can play, to advise, to share expertise, to innovate, to add the specific type of value that only they can add. And consider when companies are really wanting to get a specific person on board.

In fact, they might fight for that person. They might make allowances. They might say, "Okay, well, we're going to make an exception for this person. We'll make changes. And how can we make this person fit

so they can accept our offer? What can we do for them?" Right? This happens all the time. This happens with the best organizations. So why the old way of thinking doesn't work is because when we don't interview them, most people are stuck thinking that the employer does have all the power, and that's just the fact, end of story. The sun comes up tomorrow. Those organizations hold my fate in their hands. End of story. And it makes the candidate, the person applying for jobs, it makes them feel disempowered. And being disempowered is a vibe that repels people and it's not necessary and it's not true. It feeds into the culture of employees have all the power, right?

The only reasons employees have the power is because candidates give it to them with their thoughts, beliefs, and actions. So what's ultimately happening is, is feeding of this culture so that it grows more. So I remember on the Hunger Games, Katniss's boyfriend, not Peeta, who fought with her in the Hunger Games, but the other one, he said, "What if we just stopped watching it? What if nobody watched the Hunger Games, therefore it would have no power were over us?" And I believe he is right. They would've had to find another way. But of course, nobody was going to stop watching it so that wasn't going to work. They weren't going to get everybody to just stop watching it. So it only works because we give it power is the point. If nobody subscribed to employers have all the power, then they would no longer have all the power.

If you imagine a world where every candidate was confident, every candidate knew who they were, what they wanted, they wouldn't accept crappy treatment, toxic cultures or crappy pay. The companies that did treat their employees like this would have to whip themselves into shape because they would have no one to hire. They wouldn't be able to find anyone who would accept their crappy offers. Right? Imagine if literally no one agreed to it. So we've seen those applications where there's a ton of requirements and education and degrees, but the pay is very minimal and the benefits are very minimal. Imagine if no one took that position, what would happen? They would have to increase the pay. They would have to increase the benefits. They would have to increase what they offered in order to get somebody to take the position.

The problem is a lot of people are so scarcity inclined. They will take the position and they'll say, "Oh, well I just need to pay my bills. So I'll do it." So it's like, they think my only choice is to just do this because I need to pay my bills. Right? And this is such a scarcity mentality. And so it feeds into that power dynamic of the employer. And then the employers get to continue to do this. Right? But literally if no one accepted that position, if everyone's like, "That's too low. That's not going to work," they would have to increase the rate that they're paying. So if everyone said, "No, I won't do that," and they just kept believing, "I'm going to find a place that's going to treat me well. I'm looking for this salary. I'm looking to be valued," then the place that treated them badly would cease to exist or they would have to change. Right?

So the owner of the company would be left alone doing this work alone. He wouldn't be able to grow the company because nobody would be willing to go with him. Right? So think about that for a minute. So what we need to do as candidates for you is you need to conduct a job interview in reverse, and here's what that looks like. First, you need to have a plan for how you are going to interview them. Step one is you decide what you want. Right? You decide what you believe you can have. You go for what you want. Right? So a 100k plus benefits, great environment, team that respects your value. What is it that you want? What is your intention here? Then you need to take interviewing them seriously. Sit down and consider the interview as a real interview that you are conducting.

So let's say in a crazy world, that is how it worked. Candidates interviewed employers, and you're the one who had to say yes or no to the employer, and they're the ones who are waiting to hear back from you, that you need to prepare questions because you have an important decision to make. Right? So you're going to be looking for particular answers yourself. You're going to be looking to see if you

approve of them. You're going to be wanting to see if you like them and if you want to work there, if you are a fit. How are you a fit? Does your personality and your style match to work there? You're literally the hiring manager looking for your new employer. Okay? So this might be a bit mind-bendy, but literally, if that was how it worked, what would you be looking for? You're looking for things from them that you know, ahead of time, you want to see, just like they're looking for things from you. Right?

So they've got a job description. They're like, "We're looking for somebody who can help us with this, this and this." And you want to have a job description for them that says, "I'm looking for somebody who will support me with this, this, this, and this." Right? And so I don't want you to get confused and think it's just that. It's not you just going in there and demanding what you want and being like, "I want this, this and this. And if you can't provide it, then I'm out." It's not like that. It's, we're looking for a win-win, but in order to find a win-win, you have to know what a win is for you first. Right? You have to be aware of that. So that's the point of this. Then you have to be aware during the interview how you are going to reverse the interview, because now your goal is different.

It's not for them to like you. It's not for you to get the job. It's to determine whether this is a hell yes, win-win situation for both of you. And if it is, you get to see that clearly and show them that. If at any point the interview is not going well, you are not vibing with them, they are on their phones, they're being rude, or they're asking inappropriate questions, you get to choose to leave that situation. You don't have to stick it out until the end. Did you know you can just say, "Thank you for your time, but I can already see this is not going to be a fit for me. So I'm going to go ahead and end it here. Best of luck with your hiring and enjoy the rest of your day."? You can actually say that. You don't want to waste your time either. Right?

So then after that, if the interview is vibing, you want to share value from a place of service and usefulness. Right? So when I say add value, I mean, be useful. And you want to get to the point where you both have this goal that you're wanting to achieve together. So you're going to want to ask them what it is they're trying to achieve. And then you can jump in as to how you help with that, right? You want to have a fun conversation, engage, share, and give as much as you can in that interview to show them what you can really do and enjoy yourself, show up in a way that you can talk to them and feel a connection with them instead of trying to prove to them. Right? Instead of trying to prove or convince. You want to be able to walk away saying, "That was all of me. I showed up with confidence, pride, and certainty in my abilities. I am happy with how that went." Right?

And then you get to say, "But you know what? I loved how it went, but I don't think it's a good fit. These are the reasons why," or "I loved how it went. It was a great fit. I thought it would be great," if it works out great. If it doesn't, something better will. And then last step, decide ahead of time how you will think and feel if you are not selected that since that part is not within your control. Decide that you will not take it as a job to the heart. Decide that you will not take it as someone punching you in the face. Decide ahead of time that you will learn from it and that you will just take it as not everyone's match for everybody. Right?

So it's like, if you go on a date, you show up as your best self. You thought it went great. You think this is someone you could potentially have feelings for, but they don't. Maybe they're great too and they had a great time with you, but maybe they just don't feel that way about you. Right? Nothing wrong with you. This is where we all go. We're like, "Oh, I did something wrong. There must be something wrong with me." No, it wasn't a match. And there's nothing wrong. That is neutral circumstance. So decide how you will feel ahead of time, so you don't have to go through that deep disappointment, slow-down period where you're feeling like you are not good enough. That is not necessary, my friends. So why this works is because you get to take full control. You get to take full control of the interview dynamic. Right?

And yes, they're going to take control too. They're going to ask you some questions and you're going to get to interview them in the same way. And if they do not allow that, then you want to ask yourself, do I want to work for a company who isn't allowing for me to see whether this is a right fit for me? Right? So the necessary skills you'll need are willingness to let go of the scarcity, lack thinking, willingness to go of, "I can't do any better than this," or "This is what I have to settle for," willingness to manage your self-doubt and make room for your self-confidence to take over on a regular basis. This is what I teach you inside the Six-Figure Curriculum. We rewire you to take control of that self confidence and so that it is now second nature. It is the first thing that we do.

And then what you will create is you'll breeze through these interviews with confidence. Yes, you will feel a bit disappointed sometimes during the process and that's okay. Go listen to the Rejection Proof podcast. But the things people have the most trouble with is believing that what they want is possible, and then articulating their value confidently, and then believing that their needs and wants are just as important as the employer's needs and wants. Right? So you need to prepare for having some criteria for what you want to see from them. So when they ask you questions like, "Give me an example of a time you did blah, blah, blah," you can ask them a question like, "Give me an example of how your employees communicate with each other or how departments communicate with each other." You get to ask them that too, right?

So if you're considering it a real job interview that you are interviewing them for, this should give you the points that you need to consider so that you can go in and do that. Awesome. That is all I have for you today. Join us inside the Six-Figure Curriculum where we take this really deep. And this is the place where you get to go in and really have that sovereign confidence over the fact that you are in control of this process. Okay? So whether that you get selected for one interview or one job or not, that doesn't mean anything about the possibility for the future, the possibility to get hired in another job in a minute, in a day. When you're out of the scarcity and lack thinking, reversing the job interview becomes a lot easier for you. Otherwise, it's scary to do.

A lot of people are like, "Well, I don't want to ask them that. What if they don't like it? What if they think this? What if they think that?" Right? But when you value yourself, you're not afraid to ask those questions because you don't want to get in a situation where you are now devalued or have undervalued yourself because you know what's important. All right, my friends. Talk to you next week on the podcast and see you inside the program. Bye-bye.

If you are looking to land your first or next six-figure role, this is the only investment you'll ever need to make for your career. It's called the Six-Figure Curriculum. As soon as you join, you will get access to the video vault. In these videos, I teach you the exact process that I used to go from 60 to a 100k in a year, as well as hundreds of my students and their stories of how they have made the same type of jumps. And it was not luck. It was a process, and this is the process that I'm offering you inside. You will become the master of job interviewing. And even if you hate it right now, you'll start to understand what job interviewing is like and look forward to these job interviews. I know it's hard to believe right now, but trust me, that is what I hear from my students. You'll know what to say during the conversation about salary and people will start to see you as a high value candidate that they actually need to go back and ask for more budget for. You will learn how to navigate the hiring manager's specific concerns when they can't tell you what they are. They will always have concerns and they can't voice them. And so you need to learn how to confidently navigate these concerns with their best interest at heart.

You'll learn new ways to think about job interviewing, getting paid what you deserve, getting promoted and ultimately increase your earning potential and the impact that you make in your industry starting now. This course will rewire your brain permanently with new principles based in value, integrity, and human authentic connection. Best of all, you will be a part of a community of other members who are

all working towards the same growth and they are there to help you. You can come in. You can ask questions. You can be a part of it, and you can help make connections with them. A lot of the members have already started making connections that have helped them lead to interviews. If the community and the video vault doesn't already make you feel like you won the lottery, we also have live coaching calls every week.

So every Tuesday at 3:00 PM, you will receive a live coaching call link to join us on Zoom. And you will stay laser-focused on your goal. You will get the Zoom link to these calls as soon as you sign up. So between the video vault and the community and the weekly live coaching, the program is literally fail-proof. I'm so confident that you will get the results that you came for that I have a worry-free money-back guarantee. If it doesn't work for you, we'll send your money back. There hasn't been a single person who has wanted their money back. In fact, the success stories keep on coming in. Oh, and did I mention that this is lifetime access? Do not wait. Go to www.nataliefisher.ca/start and make the decision right now that you will land your six-figure role in the year 2022, starting in January. I will see you inside.