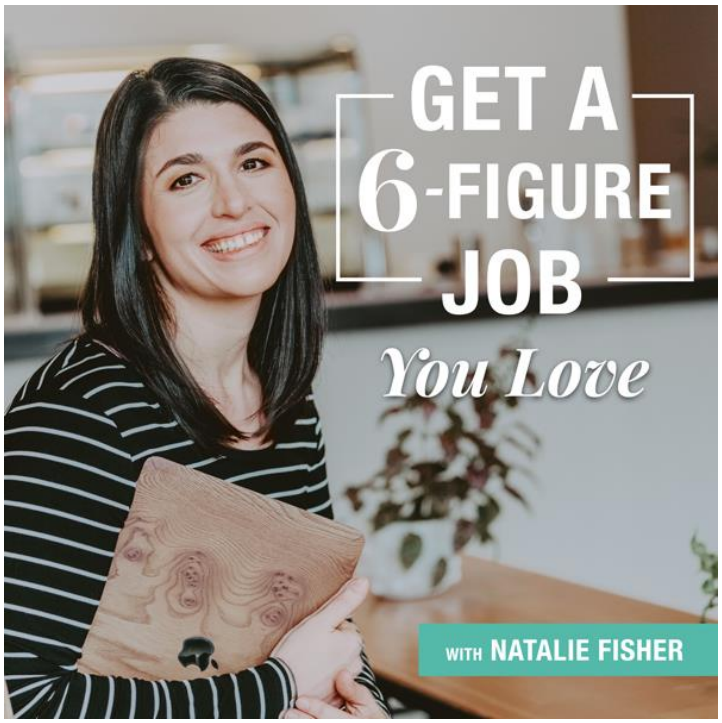
Ep #91: The Resume Challenge (How to Get More Interviews)



Full Episode Transcript

With Your Host

Natalie Fisher

Get a 6-Figure Job You Love with Natalie Fisher

This is the Get a 6-Figure Job You Love podcast. This is episode 91, The Resume Challenge. Let's do it. 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 [inaudible 00:00:32] 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're ready? Let's go.

Hello, hello. Today, I'm going to dive into talking about resumes and I have looked at probably thousands of resumes from both sides, so in HR and also for people to help them with their interview rate. And in this episode, I'm going to break down something that you can do to grade yourself on your own resume, because I simply don't have the capacity to review everybody's resumes that asks me to review them. And I'm going to do more than just that, but by the end of this episode, you're going to have a really good grasp yourself, without having to ask anybody, if your resume is any good. Okay. And the goal here is to empower you, not to have you reliant upon somebody else telling you or approving of your resume. So, that's my real goal here.

And I'm going to make it super clear and easy and simple, so that you'll be like, "Okay, there's no question, I understand exactly what needs to happen." And it goes far beyond what is just written on the paper, that's what I think you'll find really interesting. So the biggest issue that I see is, first of all, is the looking for the validation from other people. And, there's two ways to ask for help with your resume. Okay. There's two ways to ask for help with anything, really. And one is kind of a more disempowered way, a more reliant way, a more of a give me the actions, give me the information, kind of tell me what to do kind of way. And the other way is where you can tell that somebody has really put a lot of thought, and effort and work into something, and then they bring it to an expert.

So the unproductive way and the way that you learn the least is when you go and ask somebody for help with your resume, when really you haven't done any work yourself, you haven't learned anything yourself. You don't really know anything. You're just thinking, "Well, they're the professionals, they should just do it." And in the case of a resume, this document is really valuable for you for a lot of reasons, and so I don't recommend that path. And when someone comes to me and they're like, "Can you please look over my resume?" And if they're in my program and I can tell that they haven't gone through the resume module, they haven't made any of the tweaks that I've already recommended in the resume module, because I teach a step-by-step process on how to do your resume in there, then I can tell that they're coming from that second place of like, I haven't really done anything on it, but can you just look at it and can you just fix it? And, can you just do the work for me?

Which would mean that if I did or if somebody did for them, then they don't get the learning from that. They don't learn anything from that. They just take it and they're like, "Okay, I'm just going to hand it out now and see what happens." And instead of being like involved in the work and engaged in their own accomplishments, because it's a great opportunity to go through and really solidify your own accomplishments to yourself. So there's two ways of asking for help, one is the disempowered way and one is the empowered way. And so, when you do it from the disempowered way, the person who actually learns is the person that is doing it for you.

They're the ones who are getting better, they're the ones who are getting more skilled, and more proficient and learning what's going to work and what's not going to work. You are not and you want to be, especially with this particular thing. Some things I'm totally fine with delegating, some things that you're never going to need to use again or do again, but your resume is not one of those things. Okay. So, I'm also going to give you examples and stuff, as far as what I'm talking about here. But what we can do then is, first we want to start with the empowered way of asking for help. And, I'm going to teach you

exactly how to do that here. So, why we do it? Why do we normally do it? It's like the equivalent of two people are working for an employer and one goes up to their boss and says, "Yeah, I tried this and it didn't work." "I need some help."

And they really have only tried one thing, or they really just threw some stuff down on a paper, tried to make a proposal and it didn't work. And then the other person, they put a lot more thought and effort into it. They asked some people, they learned some things. They put together a pretty solid proposal from what they thought at the time. And then they went to their manager and they said, "Hey, so these are all the things I've done, this is why I did them." "This is what I tried." "And I'm wondering if you can give me any upgrades, or any elevation points or any pointers." So it's very different in how we ask for help. And we would never go to an employer or a boss and say, "Yeah, I couldn't figure this out, can you just do it for me?" "Can you just look it over for me?" Without having thought it out well. But with our resume, we seem to be very, very happy to do that.

And so, when we do this, we tend to automatically think that someone else's brain is better than ours. They're going to be able to better articulate our accomplishments for us. They're going to be able to approve of us, sometimes just looking for approval. We want someone to say, "Okay, I think that's good, so it's probably going to work because I think it's good." I see this with people and their stories, their interview stories all the time. Like I had one client and he's like, "Well, this other person, he's my mentor and he's been in the industry for a really long time." "And I get him to review my stories, and approve of them and tell me if they're right."

And I'm thinking, "He can't know that." The only way, like there's so many factors that are going to get you the job, it's not going to be him signing off on your stories, because he had signed off on his stories and he'd gone to interviews and he still wasn't getting the job. So, it's not someone else's approval that gets you the result. So that's where we end up in this kind of trap of relying on other people, without even knowing it. Because we're automatically thinking that their brain's more valuable than ours. So when we go and ask somebody for help, when we do it from that disempowered way, we're thinking, "Okay, you're more valuable, you know better than me and I've been here for a really long time, so I get this." Or "You know more." And this happened with me and my coaching business, and I was working with these high level mentors that were way farther ahead in their business than I was.

And I was taking their word as God sent. I was like, "Oh well, they must know, they're superior." "They've done so much more than me, they must know." And the biggest lesson was, no, they actually can't know what's going to work for me. Because what worked for them might not work for me and it wasn't. And so it was kind of a long road figuring out, bringing myself back to the line of thinking of like, "Okay, but what do I want to say?" "What do I want to put there? "What feels good for me?" "What do my people actually need?" Instead of trying to ask them like, "Oh, what should I do?" And then them giving me ideas, and then me doing them and then being like, "Yeah, this isn't working, what else do I do?" So, it's like...

And another example was, I would write posts. So you guys know that I post a lot on LinkedIn, and I write a lot of emails and I write a ton of content. And now, I write that content from my heart, like from my own brain, it doesn't come from anybody else. But I used to write it and be like, "Hey, can you guys approve of it?" "Can you tell me if you think this post is good?" "Can you tell me if you think that I'm going to be able to sign up clients from this post?" And it wasn't until a coach said to me, she's like, "Well, I don't know." "You're going to have to go out and test it." "You're going to have to see what people respond to." You're going to go out and have to see what people need." "I can't tell you that." And, it was just an extra wasted time of a step.

Every time I was like, "Oh, can you review my post?" "Can you look this over?" "Can you tell me if this is good enough?" It's like, well, even if they thought it was great, it still was my responsibility to go out and

see if it worked. And all I was doing there, was avoiding trying to put it out there because I was scared of rejection, of criticism, of somebody saying they didn't like it, or having nobody engaged with it. I was afraid of those things. Instead if I just started putting more stuff out there quicker, I would have got a lot more information faster and I would have gotten to my result faster. So this is the same with resumes, okay. So no one knows, until it's tested in the real world, if it's going to work or not, not even the most professional or skilled resume writer can tell you that for sure, until you go out and distribute it and you see what kind of response you get.

And there is more to it than just what's on the paper and I'm going to explain that. So they can't know how you're submitting it either, that's your responsibility, is to get it into the hands of the right people and get it seen by the right people. It's just like I'm saying, if you made a meal and it's kind of okay, and you're like, "Okay, I don't really know how to cook, but I made this food and I'm going to go take it to somebody who knows about cooking and they can tell me if they like it or not." "And then if they like it, then it probably means it's good." But that's not always true, is it? Because you could make that meal and somebody could say, "Yeah, it's delicious." And then somebody else could say, "No, I don't like that at all."

And basically, it's a way of hiding, it's a way of avoiding. It's a way of stopping yourself from getting rejected. It's a way of stopping yourself from having people send emails that say, "You're not the right candidate, I'm sorry." And what those emails are telling you, or what that feedback is telling you is one of a few things, either you're submitting it to the wrong people or your message is not landing with those people. And that's really the worst that happens, is you get a rejection, you don't get a response. Those are the worst things that happen in the world. And so, we avoid the feeling of, we're like, "Well, I don't want to be disappointed, so I need to go make sure that all these people think my resume's really good first, before I can submit it." But even then, we don't know.

So if you're afraid of that happening, your logical brain is going to go and make up all these things that it needs to do first. It's going to say, "Oh well, Natalie probably needs to look over it before I do anything." "The resume review company probably should look at it." "My friend should probably take a look at it too, and my mom and probably the rest of my peer group, because I just need to get it reviewed." And this is exaggerating, but your brain will come up with a lot of different things that need to be done before you can actually go and put it out there. And this is just an example for resumes, but it happens with interviews too. I've had people who are like, "Oh, I have to do more mock interviews." "I have to do 10 mock interviews before I'm ready for a real interview."

And it's like, "Well, even if the mock interviewer thinks you're great, it doesn't matter, because you're going to go into a real interview, and you're going to have to be you, and you're going to have to put yourself out there and there's still no guarantee that they're going to be like, "Oh my God, you're the one." And, that's okay. And I talk a lot about how it's not about everybody liking you, it's about finding the right match for you. So you just avoid gathering the data that you need. And instead, you're going around gathering approval from others, so you don't have to deal with the disapproval from the outside world or the potential disapproval, because sometimes it's not as much as you think it's going to be and sometimes it's more, we don't know. But there's always a chance, no matter how many people approve of your resume first, no matter how many people approve of your stories, no matter how many people approve of my post, there's always going to be people who don't and that's okay.

So what we end up doing, is we end up giving that authority to someone else and that is the biggest mistake. When we give that authority to someone else, we basically make them responsible for our resume. And why it doesn't work is, you don't get the learning, you don't get that sense of taking responsibility. It's kind of like you're delegating, outsourcing these things because you want to avoid discomfort. You want to avoid the problem solving it's going to take to figure out what you need to write

on there, or you want to the rejection or the disapproval. And so, you kind of subconsciously just say, "Oh yeah, yeah, that person's going to look at my resume and I don't have to do anything right now." "I'm just waiting for them." Or when people say, "I'm going to get somebody else to review my stories." Or "I'm going to get this other person, because they know better to do this for me." Or "I've given my resume to these recruiters, they're the ones who are going to get me the job."

"I'm just waiting for the recruiters to get back to me." That is not taking responsibility, that is outsourcing. Or even just waiting, even just saying like, "I'm just waiting for this company to get back to me," without having other things on the go, without having other opportunities in play or without actively creating more opportunities. When you say, "I'm waiting for this company to get back to me," you have temporarily outsourced your responsibility to that company." And, this is what we do. And we don't realize it, but we are outsourcing our own discomfort or we're avoiding it, we're putting it to the side and it's not something you ever get away with. Because, it always comes back and you've always got to deal with it. So you might as well just deal with it ahead of time, you just might as well get on it.

So, what's created is the reliance upon someone else to always have to update your resume for you, reliance on other people's approval and this trains your brain to be like, "Oh well, I got to wait, I got to get this other person to look at it, I got to get this done first." "I got to do this practice thing first." And it's avoiding, it's all avoiding of your feelings, your fears and that is the place where no growth happens. You do not grow when you are in that comfortable zone. And I wouldn't even say it's always comfortable for people, it's not great because you're still not getting the result you want, but when you move out of it and you embrace the discomfort that it's going to take to put yourself out there, put your resume out there.

Then that's when you're going to be a little bit uncomfortable too, but at least you're going to be moving forward in a huge way. And you're going to be getting stronger, instead of just sitting idol, because it's kind of tricks you. It's like, well, I'm waiting for this person to get back to me, I'm waiting for this person to decide, that tricks your brain. You tell your brain, "Oh yeah, yeah, we're being productive." "We just have to wait on this first." But really, you're avoiding going out there and getting what you need, because you don't have the offer in hand yet, so you're not there yet. It is not time to sit and wait. And when you sit there and wait, you're basically waiting for other people to feed you. So if you've never heard that expression, teaching somebody how to fish instead of giving them fish, this is what that is.

Essentially, when you're saying, "I'm waiting," you're essentially waiting for other people to give you a fish, instead of trying things on your own to catch your own fish and getting better at catching your own fish while you're waiting. You do not have to wait for anybody. And, I tend to be a pretty impatient person when it comes to getting what I want and I really don't agree with the whole I'm waiting thing. And I used to do it too, but it's just a trick. It's like your brain is playing a trick on you. It's saying, "Yeah, you're being productive by waiting." "You're being productive by getting somebody else to do this for you." "You're being productive by getting these people to review your stories." But really, these are not the actions that actually get you hired. If we're really honest, the actions that actually get you hired are the ones you don't want to do right now, the ones you're avoiding.

So that means going to talking to more people, submitting your resume to more places, tweaking it, submitting it again. And I'm going to get into this when we get into the challenge, I'm going to explain to you the challenge and how it's going to work. So, you don't want to be the person who's waiting for people to feed you, you want to be the person who is learning how to catch your own fish and taking responsibility for that skill. So, here's the challenge. You're going to grade yourself on your own resume. When you score high on this challenge, you will have a good idea of what the quality of your resume is. And the thing is, the resume itself is not always the problem. Especially after this challenge, you're going

to see why, but a lot of people actually have a pretty decent resume and it's not actually the reason why they're not getting the interviews.

But we're going to dive into that, I'm going to explain to you if it is for you or not. And so, when you are doing this challenge, I want you to face your discomfort head on. And if you don't want to do something or you're like in avoidance, watch that. And be like, "Oh, if this is too much, I'm going to do this later, I'm not going to do this." It's because you're avoiding that and you don't want to be out of your comfort zone. So you're like, "Yeah, it'll just be easier if I get somebody else to do it." But when you do this challenge, that's when things can actually change for you. You be able to feel more empowered, and more in control and more responsible for whether your resume is going to work or not, or whether it works. So this challenge was inspired, because I can't help everybody with their resumes.

And I get dozens of emails, so many emails a day. They're like, "Can you review my resume for me?" And, I just can't. And inside my program, funnily enough, inside the six-figure curriculum, not a whole ton of people ask me to review their resumes. I have created a module in there, everything you need step-by-step of, and with some examples of six-figure resumes from clients and everything. But a lot of my clients, I have never seen their resume before. And maybe some of them have worked with somebody else to get some help with it, I don't know, but I know that it's not the be all and end all. I know because just recently, I had a friend who he wanted to be a car salesman and he'd never been a car salesman before, but he wanted to switch industries into this.

And, he ended up talking to his... He rents properties and he had somebody who was living in one of his properties, who he knew was the manager of a car company or the finance manager. And so, he talked to her, he just said, "Hey, I'm interested in this." And she said, "Oh, you know I know the sales manager and I can introduce you." And so, she did. And, he ended up getting the job and I don't even know that they looked at his resume. And he was like, "Oh, I'm going to send you my resume to take a look at it." I never looked at it and he got the job. So, sometimes the resume is just a formality and I want you to be open to that. Because, the real important thing was the human to human connection and if that's created, the resume is a formality because when you get a resume from someone who's like, "Oh, you got to interview this guy."

Then the manager's going to be like, "Oh okay, I'm going to interview this guy," regardless of what the resume is. He didn't have any experience as a car salesman, zero. And people ask me all the time, they're like, "Well, how do you get an interview if you don't have experience?" And it's like, it's because you don't need to have experience, you need to make a connection with a human. And she thought, "Oh yeah, he'd be great, I will introduce you to the sales manager." She knew him, she liked him. She believed she was putting a good candidate forward. It didn't matter that he didn't have experience. So sometimes, the resume is just formality. But anyways, I'm going to continue with the challenge. This is going to be in the long-run, way more valuable than me or anyone else reviewing or approving of your resume. Because even, if they do and they love it, you can't tell what results you're going to get from it. Okay.

But through this challenge, you're going to know exactly what to focus on. Okay. So here's the first thing, and I want you to take your resume right now and look at where it's at, so we have a starting point for what your grade is going to be. And then, you're going to do the challenge and you're going to grade yourself afterwards. Okay. So the first thing, how many buzzwords or buzz sentences are on your resume? And what I mean are things like results oriented professional, excellent written and oral communication skills, team player, hard worker, those kind of things. Okay. And you'll be able to identify them, if virtually anybody could put them on their resume and they could be true. They're not unique, they're not specific, they are sentences that came from somewhere where somebody said, "We should

be putting these sentences on your resume." These sentences or these words are telling people things, but not proving them and not showing them.

So if you're in a hiring manager position and someone comes to you with a resume and it just says, "I'm a great team player, I have excellent written and oral communication skills." "I'm a result oriented professional and I'm a hard worker." And you got 10 other resumes that said those same words, what would you do? How would you distinguish who might be worth speaking to? And, what would you be thinking when you see those words? So, I'll tell you what hiring managers are thinking. They're thinking, "Oh yeah, yeah, of course, nothing to see here, let's move along." So there's a podcast that you can refer to, it's called The Specificity Sell. And it will demonstrate exactly why being specific is something that will sell you on paper, in-person, whatever, but being specific is more important than being vague. And we want to be vague because we're like, we think, "Well, this is what we're supposed to do, this is what we're supposed to have on there."

But, it doesn't stand out in any way. So you want to remove all those words immediately. For any buzzword sentence you do have on there, you give yourself minus one point, so these are negative marks. All of these are general, vague, non-specific statements that anyone can put on their resume, anyone. Okay. And, that's how you know. Okay. Number two, is the first section of your resume powerful highlights driven? Is it showcasing the most proud moments of your career? So is it saying, "I have this many years experience in the marketing industry," for example. Or does it say, "I'm proficient in MS Word?" Or does it say like a boring... Like, I'm going to get into that, into boring facts. But the first section of your resume, how powerful is that? When you read it, do you feel proud?

Do you feel good about that? Do you feel like it's unique? Do you feel like anybody could also have the same section? And I've looked at a lot of them and it just gives you the skills. It's like Excel, MS Word, blah, blah, blah, Azure, Cloudflare, like it just got software listed on there and people don't hire you based on just software that you have worked with before. It doesn't say to what extent, it doesn't say what you've done with it, it doesn't say anything. And a lot of the times, people have these words on their resume, because they want to try to get through an applicant tracking system. And, the applicant tracking system is not a human. And, you might get through that applicant tracking system and still nothing. And so, I don't recommend trying to tailor your resume to get through an applicant tracking system, that is not my style.

That is not what has worked and it is the most inhuman, dehumanizing way of hiring. So I mean, you can submit, might not get through the system and then make a connection with somebody on LinkedIn or by email telling them I've submitted my resume and make a human-to-human connection. That's a valid way of doing it. But anyways, so does it look... Like, give yourself a rating, judge yourself on that top paragraph on a one to five, what would you give yourself? If you're looking at that, and you're the hiring manager and you see your highlight section at the top, the first thing you look at, what are you going to give yourself on a one to five scale? And if I was doing it, if it just had facts or software things or whatever on there, I would probably give myself a lower score, like maybe a one or a two.

And if it did have the top things that I would be interested in as a hiring manager at the top, then I would probably give myself a five there, or four or a five. And, there's going to be a download available for you to download examples of real six-figure resumes that have landed six figure jobs from my clients and you can see the what I mean in action. Okay. So, that's the second thing. First thing is how many buzzwords, give yourself a negative score for each buzzword you have, second, give yourself a one to five score on the first thing people see in the highlight section. Okay. Number three, for the rest of it, there's two types of resume bullet point statements. One statement is a results driven statement. The other type of statement is a boring fact statement. Each results driven state is worth a point.

Every results driven statement that includes a quantifiable number is worth two points. Okay. So example of a boring fact, I updated a database of 500 people, that's just telling me what you did. Who knows if you did it well, who knows if you did anything at all? Another one is I updated the travel policy for a department of 10 people. And I know that's a number, but it still doesn't tell us anything. It tells us a little, but not really anything notable. It's like, okay, so you updated the policy. So, what does that even mean? Was that a good thing? Was it a bad thing? What happened because of that? And examples of quantifiable results driven statements would go something like this, identified three major gaps in the database system that saved three hours of time a week. Or for the travel policy, saved 5,000 a month on the travel budget by implementing a new point system.

So that gives them intrigue, it's like, "Oh, how'd you do that?" And in this case, I mean, you just got them a credit card that gave them travel points that they could then reuse, and then lots of people could fly for free because you were using so much money on the budget that the travel points accrued quickly. And, it got them a lot of free flights. So this is a very solid example of a quantifiable statement, versus I just did this. It was like, "I did this and this is the change I made." And so, that's some examples. So to recap it's, there's boring fact statements and they just say what you did. So say for example, another one could be, I balanced the cash register at the end of the day when I closed the shop. Or you could say, "Balance the cash register to 1% accuracy at the end of each shift."

And then when they meet, you can tell backup stories of how you're detail oriented and how those things are important to you, keeping the cash register balance, making sure it's accurate and stuff. So, this is what kind of gets you in the door. This is what introduces you as a person who cares what you care about, what you did and how you went about it. It's super different than just an, I did this. So that is the grading system for the resume, the paper itself. Okay. So one negative point for every buzzword that's there now, a one to five score for your top section, the highlights, and either one point for every results driven statement and two points if it includes a number that quantifies a result. Okay. And zero points. If it doesn't. If you've got just a bunch of fact statements, they would be zero points each.

Okay. Now for the most important part, number four, how many humans have actually seen your resume? How many actual humans have seen it, who are in a position to potentially hire you or potentially introduce you to somebody who could hire you? How many? Okay. And now, we're going to divide it down into who and how many points each person is worth. So a recruiter counts for two points, hiring managers count for five points and networking contacts or connections count for three points. So, you have to confirm that the resume has been seen by real eyes of a real human. If it has not been seen, then you will not be able to count these points for submission. If it goes into a dark cloud and you hear no response, or you get an auto rejection, that does not count as points, okay. Trying to make this super clear and simple.

So to recap how you earn points, for every results driven statement, you get one point, for every statement that contains a quantitative number, you get two points, a one to five score for your top section, for your top professional highlights or whatever you want to call that. Grade yourself honestly, use your judgment there based on what I've taught you, then for who had seen it. So for every recruiter, two points, and this has to be confirmed. They either have to have responded to you with an email personally, or not with an email, but with a LinkedIn message or however they... With a text or whatever. They have to have personally responded to you, that's two points. You sent them your resume and they personally responded to you, that's two points. Hiring manager, same deal. They have to have personally responded to you in whatever way, five points.

And it doesn't matter if they said yes or no, this counts as a response. For every networking contact that sees your resume, confirmed either responded to you personally somehow, or you spoke with them. So if you spoke with any of these people, that counts. Even if they didn't see your resume, if you spoke with

them, that counts. So every networking connection, that's three points. Now, all of these people have to be either in your industry or people who have possibility of either hiring you or introducing you to somebody who can hire you in your line of work, in your area of expertise. Okay. Or maybe you thought they were, but they weren't, that still counts. Okay. And, you'll want to add up your score right now for where you're at. So, these are the questions that I would ask you. If I was coaching one-on-one, this is what I would say.

I'd be like, "Okay, how many people have seen it?" "Were they recruiters, hiring managers or networking contacts?" And, I would add up all that for you. And then I would say, "Okay." And, we would go from there. Now, you'll want to add up your score right now for where you're at. So for example, if you've submitted to 10 hiring managers, and you had 20 results statement on your resume, and you gave yourself a five on your summary of highlights and you didn't have any buzzwords, right now, you'd be at a 75. Okay. So, you want to do that assessment for yourself right now. Then, you want to set a goal to increase your score by 50 from where you are now. Okay. And then, you want to assess where you're at. You'll be in a very different place by then, I promise you. Then another 50 and another 50, and you will not stop until you get your ideal premium role in your ideal premium company.

And it is that simple, my friend. So, that gives you a very clear action plan of where to go next, how to be in massive action without questioning whether you are, "Doing it right." Okay. By taking these actions, you are doing it right. No matter what the outcome is, because most people are scared to do this. Most people won't do this, so I just want to make sure you have the tools to do. And when people work with me and they do it, they put money on the line, they're in my program, they're working it, they're getting the results. Its as simple as that. So if you're the kind of person who knows you need a little push, you know you need to put some money on the line, you know you need to have some skin in the game and you know that, then please join us.

We are in there doing the work ready to go. And we have some really cool templates and trackers for this challenge, so that you can do it alongside of people who are doing it. And with the support of myself and my head coach. So, the necessary skills that you will need are math and scoring. So you will have to score yourself, you're going to need to have the willingness to put yourself through the discomfort that you have been avoiding up until now. You're going to have to do it differently. And, there's also the connection challenge podcast that you can do alongside this one, which is great. And, it'll help you score some points for that one as well, if you want to do both of them, it's amazing. And then, what's going to get created is clarity on what your skills and accomplishments really are. It's like we basically lift out all the fluff and we see what's left on the paper. Okay.

And right now, if you take out all the buzzwords and all the boring fact statements, what are you left with? That's what you want to work with now. Gives you the power to create your own narrative around what you are offering. And it increases the momentum, because now that you know what to do next, you are not reliant upon somebody else to tell you what to do. You are clear, and this means you're going to be getting more interviews and are inevitably going to end up, up leveling your opportunities when you do this challenge. I have one client who's doing amazingly well. She used to hate interviews, she used to be afraid of them. Now, she's going to them, she's getting a lot of them. And she's noticing that the opportunities that she's getting are a lot higher quality, they're higher paid, they're higher... They're more skilled. They're for things that she's actually getting called for interviews for, that she didn't know she could be before.

So, she's up-leveling in this huge way. And anytime now, she'll be accepting her offer, I know it. So more quality conversations are inevitable when you do this, more doors open, your ideal role is inevitable, and this is a taste of what we do inside. But then you get support and you get to do it alongside a bunch of people, it's a lot more fun than doing it on your own, but I wanted to offer this to you because I can't

possibly review everybody's resume. So I really, really wanted to give a clear, concise action plan for anybody who wants me to review their resume or anybody who's telling me that they're struggling to get interviews. Okay. So, I really hope you enjoyed this. I do have that freebie that I promised you with some examples of the six figure resumes that my clients have used successfully and they use this formula. And then the rest they learn in my program, I'll take him the rest of the way.

And so, I invite you to download that. You just have to click the link in the show notes, put in your name and email and I will see you inside of my program. If you're not already in there, what are you doing? Get in there. I will talk to you next week.

So I had my interview with [Assistant Soup 00:38:19]. Few days later, he called me personally and said, "Congratulations, I want to let you know that you got the position." 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, "And all of the interviews that I've done, yours was the most perfect interview that I had experienced." "Your interview was perfect." "Never, ever, ever did I have someone interview as perfectly as you did." Now and I can absolutely say thanks to Natalie, my coach, that I've actually sealed the deal and I will be starting in my new role November 16th, at a dream school here in the City of Philadelphia.

If I were to sum it up, I would say the most common thing people come to me with is, "I'm going on a interview after interview, after interview, and I'm not getting the offer." "What am I doing wrong?" So, I've put together a freebie where you can get this download completely free. It has the eight reasons that this is happening, and I break down each reason very specifically and how to fix it. So to grab that download, the link is in the show notes, you can click on that link, you just have to enter your information. It's called the 8 Reasons You're Not Getting Hired and I will help you figure that out. I will see you in the freebie. Okay, talk to you soon.