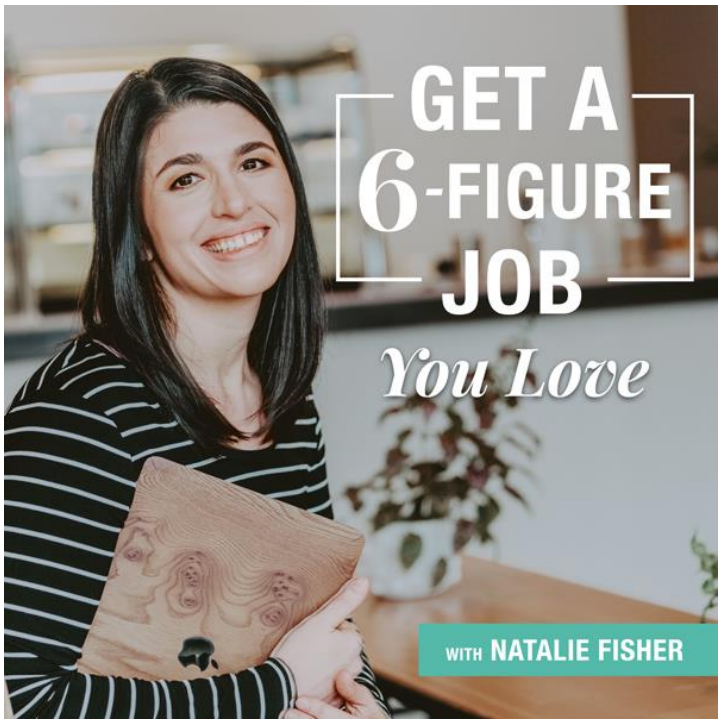
Ep #95: Getting Interviews But No Offers (& How to Fix This!)



Full Episode Transcript

With Your Host

Natalie Fisher

Get a 6-Figure Job You Love with Natalie Fisher

This is episode 95 of the Get a 6-Figure Job You Love Podcast. Getting interviews, but no offers. And how to fix it. Stay tuned. Hey, there. Welcome to the Get a 6-Figure Job You Love Podcast. I'm your host, Natalie Fisher. I'm a certified career mindset coach, who also happens to want to skip all the BS and get to what it really takes to create real results for you and your career. On this podcast, you will create real mindset shifts that will lead to big results and big changes in your career and your income. No fluff here. If you want to get a six figure job you love and create real concrete results in your industry and make a real impact, you're in the right place. Are you ready? Let's go.

All right. Today's topic, getting interviews, but no offers. And how to fix this. So this is the number one thing people come to me with. And just reading on some of my YouTube comments, there's so many people that are in this position just going on interview, after interview, after interview, but no offer. And this is what a few people will say. So here's one comment. "I need help. I've been on seven interviews in 2022. I've been on seven interviews and I've been rejected for all of them. Now, in a couple of cases, they were restructuring, the role was canceled, but the problem is I can't get feedback as to why I was rejected. I have had a few great interviews to the point where I finished. I really felt I got the job, but I don't understand what's happening. I try to stay positive, but it's getting really hard." And then comments that are just derivatives of this.

So the problem with this is when you are in confusion, when you're confused about why you're not getting the offer, that's not a good place for you to be. And so what's happening is without knowing it, you're delegating the responsibility of figuring out what it is to some external reason. So you might think to yourself, "I just don't know. I have no idea why they're not hiring me." Or some people blame it on nepotism, or discrimination, ageism, racism. And I'm not saying these things don't happen and they're not real. Those are real issues, but any of the issues that you're having as to why they're not hiring you is something that you just need to look at and be like, "Okay. Whatever the issue is, I still need to figure out what I'm going to do about it."

And in some situations when you're thinking it's nepotism, or racism, or whatever, let's just accept that sometimes things are going to be harder. And now what, right? And that puts you back in the driver's seat. Because when you start working on how you get ahead, what you control and spend zero time on whatever unfairness you believe is happening or whatever you believe is happening to you that is unfair, you literally go from blaming an external circumstance, blaming someone else, blaming something else to taking that responsibility back for yourself. And that's a harder thing to do and it's not something people want to do. But that's the only way that you move forward in the fastest way possible. The way that you change is that you become the example of what's possible for you and then you raise everybody else by doing that.

So I have an example. One of my clients, [inaudible 00:03:52], a Black woman, she was worried that her race and her size was going to be a factor in her getting hired. And now she's been on my podcast, she's super successful. She's gone from being super in self-doubt to now being leading her own project team in data science. And she's now leading what's possible for other women like her instead of what she could have done, which was continue to complain and be like, "Well, nobody is giving me a chance. It's harder for me. It's not fair." But she didn't right. She hired me and she busted through those myths. She's now the example of what's possible for her and for others in her position, et cetera.

So yes, sometimes things are going to be harder for some people, some situations are going to be harder, but the point is not that. It's now what are you going to do about it? What can you do? What can you control? And there's so much power in that. So that's one problem I see. We're kind of delegating that with the comments. I see it's like, "Well, I've tried everything and I still ... I'm still not getting offers. I graduated and I have a master's degree and I still can't get a job. I'm working on more example questions preparing not to be nervous, I answer clearly and I try to give in depth answers. I've gotten

feedback. I have taken their feedback. I've picked myself up off rejection, after rejection, after rejection, and watching YouTube videos just crying." This is another YouTuber comment. "I just got to pick myself up, but the idea of going again is honestly becoming more dreadful every day." Yeah. This is a mindset. It's like every rejection you get is making it worse instead of giving you more insight and giving you more fuel, which is an option. And so I'm going to help you with that in this episode.

So just so many people, so many hundreds of people are like, "I'm getting rejected after rejection, after rejection. And this one is hurting more. That one really stung. I've been pretty good at dealing with them, but this one really hurt. What am I doing wrong?" That's what I keep hearing. And this thinking really just makes you feel like there's nothing you can do. Because if you could, then you would've done it already and you wouldn't be in this situation. So it's basically just very disempowering way to think and it's not your fault. It's just you need a shift. You need a shift to become the person who understands exactly why you're not getting the offer because there are so many things within your control. So that's one of the big problems that I see.

Exactly what I'm going to do in this episode is break down what needs to happen. And it might be hard for some of you to hear. You might be defensive or you might be like, "Well, I am doing everything." And trust me because I was here too and I really thought I was doing everything. You might have heard me talk about it in other podcast episodes too. But the truth is you haven't tried everything that is not a thing or you would've found the answer. Okay. So why this is happening. First reason is, you're not evaluating. You're not taking action with new insight. Maybe if you keep attracting low quality opportunities, you're not looking at why you keep attracting or applying for low quality opportunities. I've had clients who keep applying for opportunities that they don't really want, but they think that's what they can do. So they'll apply for them and then they'll go for interviews. Maybe they'll even get offers, but they don't want those offers. They're too low.

So you want to take a look at why you're attracting those, why you're applying for those, why you're putting your attention on those opportunities instead of the ones you really want. Lack of belief that they exist. That's the reason. So what we need to do is we need to take a step back and zoom out. Stop it with the action for a minute and take a look at what's going on with your mindset. So very common mindsets of people who keep getting rejected over and over are mindset like this. Like "Yeah. I'll go, but I'm probably going to get rejected again." You're not someone who gives up, so giving up is not an option. So you only know how to take action, but you don't know how to actually take a step back and look at the root cause of what's going on, like your mindset. Why isn't it working? Thoughts create results every time. You have to track back to see where your thoughts are creating these results of continuous interviews, but no actual offers.

So in my training, I'm going to be doing a training on starting on May 16th. So not this week, but the next week. The link is in the show notes to sign up. I'm going to be going in depth on the eight reasons why this happens and we're going to solve the reason for you on the training. So I want to help as many people as possible actually solve this during this week of four days of workshops where we're going to be going through. So that's May 16th. Link is in the show notes to sign up. 3:00 PM PST, every day for four days. We're going to be digging into this together and we will solve this for you. So if you're serious about solving it ... Because imagine once you're done solving it, you'll know why you're not getting offers, you'll be able to get the offers you want, and then what you can actually do. Where you can be focusing your time, what you can be working on, what your next milestone is going to be, what your next promotion is going to be, what you want to be doing with your time and your life.

So I want to set as many people free of this problem as I possibly can and we're going to be doing that. So sign up for that workshop series. If you can attend live, that's okay. You'll get the replace. If you can't attend live, we're going to be coaching live. So you'll want to come and raise your hand. It's going to be

held in a private Zoom. So what we need to do is actually take a step back and zoom out for a minute because what you're doing, what most people are doing is they just keep going on the interviews without any new insight, without any real deep reflection on what's going wrong or what's not working. I've used this analogy before. It's like you're peddling a bike and you're just peddling, peddling, pedaling. And you think you have to pedal really, really fast to get to where you're going. And the faster you pedal, the faster you'll get there. And the problem is you just keep pedaling without looking at what more efficient way there could be to get there.

So imagine you're just peddling on this bike. Pedal, pedal, pedal, pedal, but you really need to get off the bike. And there's an option to get into a car and program a GPS to exactly where you're going and then just drive there. Yes, when you drive there, I'm not saying there won't be red lights along the way, or distractions, or things that could come up, but your GPS is focused on one location and it knows it's going to get there. It's in a car, so that's the most efficient way. It's more efficient than a bike, you'll agree with me on that, and you know with certainty that the destination exists.

We need to kind of take ourselves off the bike and get into the car. But what most people don't understand is they're like, "No, no, no. I need to keep pedaling. I just need to go. Leave me alone. Let me keep peddling." And I might say, "Yeah. But you haven't gotten very far at all. You've been peddling for months and you're not there yet." And they just think out of anxiety, or fear, or whatever like, "Well, I can't stop pedaling. I got to go, go, go. I got to go." But they're not looking at the big picture. They're not zooming out and seeing, "Okay. Well, if I actually stop pedaling for a minute and I get off the bike and into the car and I program the GPS, I'll be able to get there a lot faster with a lot less stress and a lot less energy expended." So that's what we need to do. We need to understand that we need to stop with the pedaling, and we need to get off the bike, and we need to get into the car. The reason why the pedaling doesn't work is because this isn't a journey to take a bike on.

Most of the time we underestimate what it's going to take to get to our result. We underestimate the amount of action, the amount of thinking, the amount of self-coaching or coaching that's going to take to actually get to this result, because it's not an easy result to get to or you would've gotten it already. If it was easy to get a high paying, amazing, premium job, you would've gotten it already. So it's not necessarily easy, but it's totally possible. And the bike is just going to take way too long. And who knows if you'll even get there? So you keep getting nowhere slowly and you find it really hard and discouraging because when you're moving on a bike and you keep looking up and it looks like you've really gotten nowhere ... Imagine if you're peddling on a bike. You keep looking up and you haven't really made it to the next town yet. You look behind you and you haven't really traveled that much. You're not going to be very motivated to continue to pedal. You're just going to be like, "Oh, this is such a slog. This is so long." It's going to be very discouraging. You're going to want to give up. You're going to want to take breaks. I call it micro-quitting where you're like ... people say, "Oh, no, no. I'm not quitting. I'm going to go back to it."

But when you're not moving, you're sitting without giving yourself a proper insight into why you've gotten so far and why you haven't gotten farther. And you have to push yourself from energy with no belief because a lot of the times when you're not making that progress ... And as I read out at the beginning, when people have been on a lot of interviews, they get very discouraged, especially if they think the interviews went well and they don't understand. So you have to push yourself from low belief and it just doesn't work when you're going about it this way. That's why so many hundreds of people and there's so many hundreds of comments on this video that I have on YouTube. It's called getting interviews, but no offers. So many people are in this boat and it's for this reason. It's because they keep doing the same thing over and over with no insight. Because there is no way that you go on a certain amount of interviews where you keep improving every time, you keep upleveling your yourself every time and ... There's no way you're in the same place you were when you started.

That's how I know that there's a problem here in the fact that most people are not taking full responsibility for why they are not getting the offer. They're blaming it on something else, on an outside circumstance. And I'm not judging. I used to do the same thing, but it doesn't work, it's not effective because when it is the fault of an outside circumstance, there's nothing you can do. And therefore, what are you going to do? Just keep going and hope it works out. And that's not working or we wouldn't have so many people with this problem.

So what ends up happening is you end up doing the same thing over and over. And when you do the same thing over and over, you get really good at doing that. You get really efficient at thinking and doing it. So you get more efficient at going to the interview. And then if you get rejected, you get more efficient at feeling disappointed or feeling bad. So what you do is you get more efficient at getting interviews, but no offers. You get more efficient at feeling down, dejected, discouraged. Your confidence gets lower, and you get really good at having low confidence, and feeling discouraged, and feeling disappointed. You get practiced at being the person who isn't achieving the offer. And when you keep interviewing like a person who doesn't get offers, you reinforce the identity of someone who is not valuable, who doesn't see themselves as valuable. You reinforce that identity and then you perpetuate the problem even more, and that's essentially where you end up, the direction that you end up moving.

You end up like a really tired person on a bike who's been peddling really, really, really hard, but not getting very far. That's not the person that when they show up every time to pedals some more to keep making progress, they're not feeling motivated, and fresh, and excited or in the service of what they're going to be able to do. They're feeling exhausted, they're feeling unhappy, they're feeling hopeless sometimes, but they're like, "Oh, well, I got to keep going." I want to offer you that this process can be so much more enjoyable than what you've been doing and how you've been doing it because the bike is not the only option for how to get there. So the alternative solution is you take responsibility for figuring out the exact reason why you're not getting the offer. That involves getting new insight. Now, that is what I do through coaching. That is what I have done through coaching for myself.

Every time I've gotten a new insight as to why I didn't get my result that I was going for, I have a breakthrough and therefore I approach things differently, I see things differently, I move forward differently and I'm so much closer to my result and that's how I get results quickly. But when you're not doing this, you're just left with your own devices by yourself peddling, peddling, peddling, peddling on this bike and you're not getting very far. Now, I've put together the workshop because I've coached so many people on this exact topic and I've discovered the reasons why this happened. So very concretely, very detailed, I can explain to you the reasons that you're not seeing why this is happening and how hundreds of clients have fixed this and shifted their identities and their mindsets into the identity that they need to see themselves. Their self-concept to be able to be the person who gets offers, and you can do this as well. And I want to invite you to that workshop, starting on May 16th. The link is in the show notes. And if you come and play full out on this workshop series, you will get an offer because you will show up differently in your next interview and you will know exactly why you haven't been getting the offer so far. So join us for that, sign up.

So why this works is because when you are not taking responsibility, you really don't know what to do or what to do next. So taking real responsibility for where your career goes is the difference between knowing why you aren't getting offers and what to do next to get them or not or doing the same thing over. It's the difference between being the person who's like, "Okay. I'm ready to look at the GPS and figure out how the GPS works and then drive in the car because I know that'll be faster." Or, "No. Thanks. I want to stay on the bike. Leave me alone. Let me pedal and then let me complain about it being really hard." That's the difference.

So you're not getting the offers that you know you should be getting. Because let's face it, you are getting these interviews. So most of the time it means you could do the job and you could do a really good job at it. In your mind it's someone else's fault or something else to blame. It's not something you can control. So it's easy to be confused, and not know what to do, and feel hopeless. And this is what a lot of people will ask me. They have a lot of questions and they don't know how to answer these questions themselves. They want me to answer the questions for them. They want someone to give them the answers to what they're asking. Things like, "What am I doing wrong? Tell me what I'm doing wrong and then I'll just fix it. Which stories should I be telling? How long should the stories be? How could I make my stories stronger? Could you review my stories and tell me if they're good enough? I don't know what my value is. I'm confused about my value. What's the right way to answer these questions that they ask?" Or, "Why haven't I gotten an offer? What do I need to do to get the offer? Just tell me and I'll do it."

These questions seem like they would support you in your goal. They do not. They are not legitimate questions. They're actually questions from somebody who's spinning in a mind that's very confused. And you're just spinning in the same circles over, and over, and over. And really you need to take responsibility for answering these questions. These questions are from someone who's not taking a hundred percent responsibility for their own result. Real full responsibility sounds different than these questions. It sounds like, I have zero offers or I have very low offers because of this reason. Insert the reason that you control. This reason, insert reason, is the problem. And this is what I'm going to do next and this is how I'm committed to showing up differently to change my outcome. And when you look at yourself being the root cause, you are always the root of the solution as well. So when your hiring manager chooses someone else over you, when the person you interview with chooses someone else, when you're ghosted, when you're rejected for the fifth or 100th time, when they keep telling you that you're overqualified, or when no one's giving you any useful feedback from the interviews that you are going on.

I've had some people comment and say things like, "They're intimidated by me. They think I'm too smart for them." Again, anything that starts with, they, is not within your control. So while your sentences start with they this, or they that, or they, that always means that you are delegating the responsibility to somebody else and there's nothing you can do about that. And that puts you in a position that tells me you're not taking responsibility.

So when you look at yourself as being the root cause and the root solution, when the reasons that you aren't getting hired are not somebody else, the only thing that's left is you. Because if we're looking for the solution outside of you, it's going to be impossible to find, and it's going to change all the time with different people. It's going to be like, "Well, that person didn't hire me because of this and this other person didn't hire me because of this. This person thinks I'm too smart and they're intimidated. This person doesn't understand my value. This company doesn't have the budget to hire me." And the solution is going to feel like looking for a needle in a haystack and you don't even know if the needle is there. It feels hopeless. It's going to feel really impossible and you're not going to know what to do and so you're going to have even more questions.

So the solution is looking at yourself more deeply. Taking a deeper dive into what's going on in your head, which is the only thing that you can really fully control yourself. And if you keep looking for the solution within what you control, you will always find it because there's always controllables and the solution always lies in the controllables. So luckily I'm making this super easy for you because I know so many of the reasons, and I know why, and it really frustrates me that there are a lot of smart, capable, very talented people out there who repeatedly get interviews, but no offers. And then they go down the spiral of how I explained. It gets worse and their confidence gets lowered and the rejections, they hit

them harder instead of making them fuel to be better. They actually think that they're getting less valuable instead of more valuable.

So I'm hosting this free workshop series to fix this once in overall for anybody who wants to join and anyone who knows anybody who's getting interviews, but no offers. Get them to register for this workshop and they will be able to fix this. Okay. So it's May 16th, starting 3:00 PM PST. We will be hosting a workshop every day. So the 16th, the 17th, the 18th, and the 19th 3:00 PM. I'm going to go through the eight reasons. So two reasons a day and we're going to coach on them live. Okay. So I want you to show up and raise your hand. It's going to be held in a private Zoom and you'll get the link as soon as you register. The link is going to be the same for every day.

I want you to solve this. Take responsibility for solving this and then imagine what you can do moving forward. Because when you see how powerful you are and the results that you can get when you're able to shift your mindset when you're willing and open. You have to be willing and open. If you're insistent on blaming the outside, if you're insistent on saying, "It's those awful hiring managers. They're doing this, they're doing that. They don't see me as this." Then if you're insistent on that, I don't know how to help you. You have to be open to the fact that it's something you're doing. I'll share with you so many of the things that my clients have been doing and how they've been able to fix them, in particular, the eight reasons that I've broken down. The eight controllable reasons why smart professionals like you keep getting interviews, but no offers. And this will change how you show up entirely.

So you're going to identify what the reason is for you and you're going to change how you show up from there because you're going to know how to change it. You're going to have the insight because more action with no insight is worthless. It's literally like a bumblebee hitting his head against the window, the glass over, and over, and over. He is taking action, he keeps taking action, but he keeps getting the same result and then he keeps banging his head. So it hurts more and more every time until he's really, really tired. And what do you think is going to happen? He's not going to get through the window. There's no way he's going to break through the window by bumping his head on it. That's not going to do anything, right? Yet this is what so many people are doing and they don't know, and that's okay. I'm going to help you.

So to get the workshop details, I want you to go to LinkedIn, make sure that we are connected. And then either send me a DM and ask for the workshop details or go to the link in the show notes and register directly for the training, and I will see you there. So what you can expect to create as far as results in this workshop, after this workshop. So this workshop is kind of like a little mini-coaching program that I'm hosting. You can expect to drop the struggle of interviewing, get the insights that you need so that you can move forward with your career and your life. Think about what you want to do next. So zoom out of it, imagine you've passed the hump of the interviews, you know how to get the offers now too, not just the interviews, and you can choose where you want to work, what pay you want to have, the job you want to have, and you'll understand how to create a result for yourself. So now when you get into the new role, you'll be able to set up your next career milestone, your next career goal. And you'll be able to understand why you'll be able to meet it and how you're in full control of it. So it's the same at every path of your career.

So you're going to learn what you're going to learn on this workshop series and you're going to be able to implement that even after. So to get your promotion, to get your raise, to get on the projects you want to get on, to be able to participate in the things you want to participate. So you're going to be able to see where you play the part and correct it immediately. If you had a tack in your butt and you didn't know, but your butt hurt. And you're like, "My butt hurts. I don't know why." And someone came up and said, "Oh, there's a tack in it." You just remove the tack and then it wouldn't hurt anymore. But we don't know. A lot of people are just sitting around with a tack in their butt, not knowing why their butt hurts.

So that's one analogy. I want to help you just remove that, I want it to be simple, I want it to be doable, and I know that it is because I've helped so many people with it.

So all you have to do is register, show up, be open, and be ready to solve this. And I guarantee you, you will change the way you show up, you will get offers. If you are already getting interviews, you are already halfway through the battle of this career job search thing. So if you're already getting interviews, meet me the other step of the way and I will help you with the offers.

All right. Thank you so much for listening today. I will see you on that workshop. Don't forget to go to the link in the show notes to register or just connect me on LinkedIn if we're not already connected. Just look up Natalie Fisher and send me a DM. I'll be promoting the workshop on LinkedIn too. So if you see one of those posts, just drop an emoji on one of the posts and I'll DM you, we'll get connected, and I will see you on the workshop. Make sure to say hi. Raise your hand for coaching. Don't be shy. We're going to get a lot of problems solved this coming week. So I'll see you Monday, May 16th through PM PST. Awesome. Okay. Talk to you soon. Bye-bye.

You had a different perspective and I always appreciate getting a different perspective. You helped me think a little more outside the box when I was struggling to find a new route. It was also a matter of having someone to help redirect me back to the positive paths that I was trying to create. That helped a lot.

If I were to sum it up, I would say the most common thing people come to me with is, "I'm going on 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 eight 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.