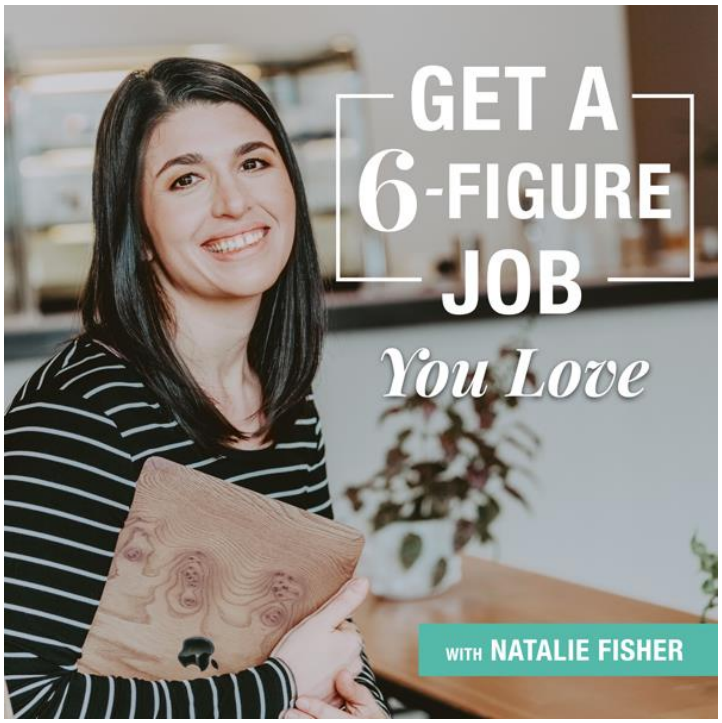
Ep #100: 10 Things I Said in Job Interviews to Secure 3 Competing Offers



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 100: 10 things that I have said in job interviews to secure three competing job offers. 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.

Hey, I can't believe we're at 100 episodes, so that went by quickly. I don't feel like it's 100 at all. I guess I've been having fun.

So today I want to talk about the 10 things that I've said in job interviews that I believe secured me the offers, or had a part in securing me the offers. And I didn't say every single thing in every interview, but these are kind of my philosophies, and I think that they're very attractive to the right people. And so when they hear me say these things and they hear me mean these things and back these things up with examples, they really think, "Oh yeah, we want her or someone like her working with us. That resonates. That sounds like what we're about too." They're thinking in their head, "Yes, yes, yes. We like that. That sounds good. That feels good."

So that's what I wanted to share with you today, and then I'd love for you to come up with your philosophies of things that you could say that are really part of your character inherently, that you feel strongly about. Because if I said these things and somebody didn't like them, then they probably wouldn't be the right fit for me. It would repel the people that I don't want to work with and it would attract the people that I do. And that is the point, we want to do that. We don't want everybody to like us. That's not the point.

So, the first thing that I said, and this was one that I'm pretty sure I did say in most of the interviews that I did, and it's true. I feel it to my very core to this day. And that was, I don't take things personally. And it's really hard for people to distinguish this because even in my management training at one of my companies, they were like, "But it is personal." And I was like, "No, you just make a choice every time to take it personally." And I disagree. I don't think anything is ever personal. I think it is always more reflectant upon the person saying it than it is upon the person receiving it. And it's also dividing up the facts and the thoughts.

It's like if someone says, "I need you to change this, I don't like how this looks." That is a fact. They've said that. And then the person on the receiving end, their thought can either be, "Oh my God, I did it wrong. I was a failure. I should have known better. I should have asked. What was I thinking?" Or they could think, "Okay, they have a different opinion. They would like it to look like this." And then you evaluate, is that a big deal to change? No, probably not. Does it affect the result? Maybe, maybe not. In a good way, maybe, maybe not.

But it's not about you. They're not saying you did it wrong. They're basically saying, "I would like to see it like this. I think it would look better like this." It's about them. So I would always say, "I really don't take things personally." And I mean that literally. If somebody wants something changed or wants something tweaked something that I did, I know that's not about me, and normally that's no problem to do.

And so I might give an example. I was doing a PowerPoint presentation one time and I took it to my boss and I said, "Hey, here's the presentation? What do you think?" And depending on the circumstance, like in this case he was presenting it, so he would have the final say on what it looked like. He's the one who's standing up there and talking to the people with these slides. And he said, "Yeah, can we change

this, this and this? I don't like the color of this. Could we switch this out?" And I was like, "Yeah, no problem. Sounds good." Take notes, go switch it. No big deal.

And super simple example, but somebody might take that really personally and be like, "Oh, you didn't like my work. You think I did it wrong? What's wrong with that? Why don't you like it?" They might get defensive. They might be like, "I put so much work into this and now you want me to change it."

So this just kind of shows how you take feedback and really that things are not personal. They don't have to be. I think taking things personally is always a choice, and that's fully what I believe.

I mean, have you ever heard that saying, "Hurt people hurt people?" It's like if someone comes at you very critically, they either had that happen to them, people criticizing them like that and they don't like it and they feel bad, but they think it's okay to do it with other people. It's not about you and you always get to choose. You always get to be like, "Okay, that's what that person thinks. Either, sure, we can change it, or let's discuss."

Either way, I'm not offended. I'm not defensive. I'm not angry. It's just a fact. They have a different opinion, and we want people to have different opinions. That's how great ideas are born. That's how collaboration happens. Disagreements lead to bigger, better things if they're handled properly or if both of the good points are brought to the table and we're not wasting time fighting and going back and forth all the time, collaborations are good.

So that's the first one. I don't take things personally, backing this up with a statement, an example. And really when I say it, I really feel it. You can probably feel for me when talking about it like this, I really don't think take things personally.

If somebody came to me and they said, "You are a terrible coach." I wouldn't take that personally. My thought would be, "Okay. I guess we're not the right fit." I think that the stuff I'm putting out is great. I know a lot of people are getting help from it. I get information or I get feedback every day. I know in my bones that I'm serving, but if you don't like it, that's cool. It's not for you. I'm not going to be like, "Oh my God, I'm doing it wrong."

So I really truly believe that making a choice to not take things personally completely changes the way that you can operate in the world. So it's more deeper than just saying, "I don't take things personally." It's meaning it, it is feeling, it is sharing examples. It's like a philosophy that I have adopted. So that's the first one.

The second one, I sometimes say, "I get that hiring is challenging. I've done a lot of it myself. It's always a risk, so let me know if there's anything I can do to alleviate that for you, like references, work samples, anything I can do to help you feel more comfortable about the decision."

And I do this with my program too. So I'll say, "I'm sharing as many successes as possible and I'm providing you with as much information, as much value upfront as I possibly can." Because I want you to feel comfortable to join me inside the program, knowing that it's safe in there and that I want you to feel good about making the decision. I don't want you to feel like it's coming from scarcity or lack, and I don't want you to feel worry and fear around it. I want you to feel comfortable and safe to come in and then get the results that you came for.

So I do that in business and I did that in hiring too. I'm like, "I get that it's hard to hire someone that you don't know. So I'm happy to provide work samples. Here's some references." Sometimes I print off my LinkedIn references and I'd be like, "Here, these are some people I worked with in the past. You're free to call them." But just kind of putting everything out there, being like, "You know what? I've got nothing to hide here. I get that it's hard and that you would never know, so just let me know if you need anything."

And sometimes I would say like, "I understand that you've just met me this one time and you really don't know anything about me, so if you need to verify anything that I've said, you can go ahead and do that." And I remember one of the interviewers said to me, he's like, "Don't worry, you seem very trustworthy." And I was like, "Okay, maybe I overdid it a bit."

But that's what made me feel good about being able to show up honestly, authentically and be like, "Hey, you know what? I get that this is hard for you to make that decision." And that's not something many people consider. Many people are not considering the hiring manager's feelings. They're making a decision, they're taking a risk. They might be nervous around that risk, so alleviating that risk for them, making them feel comfortable to hire you. So comfort to hire.

Number three, I would often say at the end, "Regardless of what you decide, I really liked meeting you and learning about your company. You guys are doing some really interesting stuff, and I'm looking forward to hearing from you either way."

This shows the detachment to the outcome. I'm like, "You know what? No matter what happens, this was cool. Thanks for having me in. Thanks for giving me the space to share. Thanks for giving me information about your company. Thanks for the discussion." And this puts them at ease because they're not feeling pressure to hire me. They're not like, "Oh, she really needs a call right away. She's like ..." Not that they would. I mean, it's like the complete opposite of needy approach. And so again, when I said that to them, it's kind of like saying, "You know what? Regardless of what you decide, it's fine."

And that's like when I'm making a sale or when I was serving people on one-on-one consultations, I would be like, "You know what? Regardless of what you decide, I really enjoyed meeting you." The thought couldn't be, "You have to say yes. You have to hire me." Because that's tense, needy, desperate energy. And I'm guilty of it too. I've done it. It's not a big deal. But it's not the way that I choose to do it now because it feels awful. And people don't buy from people like that. People don't hire people like that who are in that energy. So you've got to learn that lesson of you have to be detached. It's like you can't be going in there, hanging on really tight and be like, "This has to work."

So I would convey that in words by saying, "Regardless of what you decide, I really enjoyed meeting you and learning about your company. You're doing some really cool stuff. I look forward to hearing from you either way." So that's, for me, that's my philosophy. You could take it if you want to. You got to do what's right for you.

Number four. So I would talk about feedback, and a lot of the times this is a concern that hiring managers might have. And I've worked with quite a few people who were pretty difficult to work with as far as feedback. You give them feedback and they would respond defensively or it would be hard to get them to make changes or whatever. And so I would want to put them at ease by saying, "I really appreciate it when someone gives me honest feedback, because it really helps me to have insight into how things could be better or different."

And then I share an example. And for you on the podcast, this is not what I would say, but there's an example comes to mind of someone who I actually worked with who was let go because she was very difficult to work with. She wouldn't implement the feedback very well.

Her job was to make videos, training videos for the company, and she was asked to make a change. And whenever she was asked to do something like that, she would be like, "Oh, there's no time for that. I don't have time for that." And she would get defensive and snappy and she wouldn't want to do it. And so her manager eventually was like, "This is really hard to manage her and we need those changes made." And that was her job, was to make sure. If her customer was, say her manager, let's say the person that she was supposed to be providing the service for and she was like, "I don't have time for that. I can't do that."

It's like you go into a store and you want some help and the clerk says, "I don't have time for you right now." Are you going to want to keep going back to that store? No.

So the thing that I said was, "I really appreciate it when people give me honest feedback. It really helps me to see where things could be different and improved." And so then I would give an example of that, which might be something like the PowerPoint example or it might be like, yeah, when somebody suggested that I move these things around or I create a different schedule because this wasn't working. Or any simple example about moving something around. Or like at an event, for example, I didn't have ... One of the examples that comes to mind when I was, I did event planning a long time ago, was that there were not enough kid activities at the event or something.

And I was like, "You know what? You're totally right. "I hadn't considered that because I didn't have kids. So, it was like, "Well, I wouldn't have thought of that, but thank you so much for letting me know. That's so true." And then the next time I was like, "I need to bring in a different perspective on this because I'm missing this perspective. I don't know about ... I didn't think about the kids' activity so much. It was more of an adult event, but kids were allowed to come and I missed out on the possibility of having some really fun stuff there.

So I brought in someone else the next time and I was like, "Hey, could you suggest some kids' activities? Or could I assign you to handle the kids activities?" And so that was an example that I provided of, "You know what? You're right. I was totally missing that perspective and thanks so much for pointing that out and let's make a plan for how to move forward with that, because you're totally right."

So, I would give examples like that. And all of these examples are kind of offering comfort. When the person hears you talking like this, they're going to feel more and more comfortable to work with you.

So number five is I don't look to blame other people. I'm more guided by the results that we all want, and then I would back this statement up. This is kind of like saying on your resume, "I'm a result-oriented professional." But everybody says that and it means nothing. So it's like actually showing that, sharing that, embodying that. Because when you're results-oriented, you don't have time to bicker or argue with other people. You're more just like, "Okay, what are we looking to achieve here? Let's get back to the result. Is this going to help us get to the result or not?"

So I might give an example of that, and it's kind of like showing that your results-oriented, like proving your results-oriented instead of just saying it, because it really is just a cliche buzzword that everybody says. So I might say ... So I was in a meeting at one point and two coworkers very heavily disagreed with each other on a course of action and I stepped in and I asked the question of, "Can you two remind us of what result we want here? Are you both on the same page about the final result?"

They each spoke. They wanted to go off on their tangents about why they were right or wrong and I just kept bringing them back to that result, and then the conversation got more interesting. Because then once they were steered by that result, it was kind of like, "Well, like what you're saying, it's not relevant unless it leads us to the final results." And then we could come up with a strategy and we could say, "Okay, both of those ideas are valid. Let's test both of them. So let's do what you're saying. Let's do what you're saying. Let's see what the results are."

So we came up with a strategy to hear both of these ideas. And in this case, we were able to put both of them into test, to test. And this was a conversation with developers. So they could each go and run a test and see which one was going to get the best results. Not always possible, but in this case it was, so that's what we did. And this was me showing that my mind was focused on the result and that we were able to come up with an idea based on the fact that I was solely focused on the result, and that's what I brought everybody back to.

And the fact that nobody can really argue with that. Like, we're here to get a specific result and if somebody starts losing sight of it because a personal ego gets in the way, we really just need to bring it back to that result. And it's saying that either point of view is less valid than the other. It's just asking which idea is most likely to get us this result. So this is showing, not just telling, this is being results and solution-oriented in action. And this is telling them that you can trust me to put me in a room with people because I'm going to be the one who's driving for that result. And ultimately that's what they want.

Number six, I know what I'm really good at and what I'm not so good at. So what I spend my time with is going to be in my zone, a genius, and this is what benefits everybody. And then I back this up with an example. So I might say something like ... So I'm really good at sitting down and having that conversation with somebody. So in HR, for example, when I was working in HR, I would have a really hard time with people being late or whatever and I was good at sitting down and having that conversation with them, asking them what was going on?

The thing I wasn't so good at was documenting paperwork with the correct grammar and spelling. So I would normally get somebody to look that over. And I learned that my strong point is with the people, is having those conversations, is getting everything, having that human to human connection. But then I need a second set of eyes when it comes to grammar and that kind of thing. So I normally have a second person look that over because I don't want to miss anything. Or I might have the legal team look it over, depending on what contract it was or what paperwork it was.

But this just shows that I'm responsible for knowing my blind spots. And as you know, if you guys read my emails, you know that I probably have some typos in my emails. And for those of you who don't like that, then I put out so much content that I can't catch every single typo. I can't have somebody looking over every single email that I write. Because sometimes I just want to get something out there because I know it's going to help you. And if there's a typo, but 100 people have a breakthrough from what I wrote, that's not my concern. The typo's not the biggest concern.

The biggest concern is that it gets out so people can have a breakthrough and they can maybe shift their thinking or shift their perspective that will lead them to having a different result in the day. That's more important than a typo, missing comma. If you disagree, you're probably not on my email list. It probably pissed you off a long time ago and you left.

So that's just mine. You might be really strong at grammar and editing and that might be what you talk about in the interview, and that might be awesome. But it's, again, it's going to repel the people that I'm not meant to work with and is going to pull the people that are going to work well with me closer to me, and that's the whole point of this.

So it's a great way to show that I'm thinking about how my time is spent. I'm not wasting others' time and I'm not wasting my own time because I'm being paid by the company. So I'm like, "This is what I'm really good at. This is where I need to be." Instead of trying to edit a paper that will take me a long time when someone else is really good at editing in the paper, they'll look it over, they'll enjoy it and they'll do a great job at it. So using my mental resources accordingly is going to show that I'm mindful of where they are spending their money and how I'm working. And also showing that I have blind spots, and I know that.

Number seven, I believe that people are inherently good. Everyone is going through a struggle of their own in their own way. And my nature is to look to understand, to be curious before I proceed with any action. And then I would back this up with an example. So there's lots of HR examples that I would use. For example, if somebody isn't performing properly, I would seek to understand and get curious about why they are not, instead of jumping to the conclusion of they're lazy or they suck or they are lesser humans or that they're not the right fit.

I would go to really curious about why they're not performing. Like if they didn't hand in something before the deadline or if they weren't getting worked on, if they were snapping at other coworkers, I would be very interested to know what is going on in their head first. And I would sit down with them as an HR person and I would say, "The fact," I would say, "this is what happened the other day. You said this, this and this, or this was due and you did not submit it." So very factual. And then I would ask, "Why did that happen? What's going on with you?" And that would give them a chance to share and explain.

So instead of going in there angry and mad and having expectations not met and being disappointed in them and everything, I would go to that place first. And so that shows that I'm an open-minded person. I'm non-rash, so I don't jump to conclusions. And it builds trust because it means I'm giving everybody the benefit of the doubt. And I would want that too. If I've messed up, I would want a chance to explain that. And that's inherently one of the things that I believe as well.

So number eight, I know I'm human and I make mistakes and I have a lot of failures under my belt, and those are all part of what got me here, where I am now. And I have a lot of knowledge to move forward in a better, more constructive way because of this, and I back up that statement. And there are so many examples of the failures that I've had.

So one example, I might say, use one from my coaching career. When I first started, I said to one of my clients, I was like, "It's not that you need another certification. It's that you are not selling the certifications you've got." And she got really upset and she said, "It's easy for you to say that. You're not in my position. You didn't just get told this, this and that."

And anyway, she responded in a way, and then I kept trying to convince her. I kept trying to push and convince her that she was wrong, and I realize now that was a mistake, if someone is clinging ... And she was really emotional and she started yelling at me and she started saying, "Well, you're saying that if I lost a leg, I should be grateful that I didn't lose both of my legs." And she was just in a very, very negative space around this because she had been interviewing and they kept telling her she needed the next thing. And of course, I know that it's possible to go and get the job without having the other certification. And I talk about that all the time.

My mistake was in pushing her at that point when she was already really emotional and really disagreeing and really wanted to fight for that story. So anyway, we ended up ending the call. She hung up on me. She was furious. She asked for a refund, I gave it to her. That was fine.

But anyway, the point is that I'm human and I have a lot of failures under my belt. So now if I'm in a situation like that, I would handle it differently. And of course I can't control how the client's going to respond or not, but I definitely learned a lesson that day. And it was definitely me, just me pushing and being like, "Yeah, but it's how you're thinking about it. It's just your thoughts. It's you." And she was getting increasingly, increasingly more upset with me.

So this is just the example I thought of to use for coaching. But I would say the thing that I learned from that was that everybody's going to work at their own pace. Some people are not ready to hear that information yet. And if somebody is in a highly emotional state, I would not proceed. To the point where she was, I would say, "Okay, let's continue this later. I'll give you some time to cool off."

Because when someone is in that emotional state, it's like when emotions are high, intelligence is low. We are not thinking rationally at that point, we are just defensive. And so that was the mistake. And that example could be used in any kind of work situation.

If you are talking to someone and they get really escalated, really heated emotionally, and you proceed, you're going to escalate the situation instead of saying, "Okay, I can see that you're really emotional

right now." Or, "I can see that this is a bit much for you right now. I think we should consider this later." Or, "Let's take this up later. I'll give you some space."

And that was what I would do differently the next time. And so that sets up the mistakes and the failures as showing my intentional learning from it, and now I'm a valuable asset because of that. I'm like, "Look, this is what I did. This is what I learned. This is how I do it differently." And this provides them with comfort because you're not defending your mistake. You're not saying, "Well, she didn't listen and she should have listened and she should have this and that."

Because those are the people that are unpleasant to work with. Those are the people that we want to avoid normally. So those are the things you don't want to say, is blaming and shaming other people. Because we can't control them, they're going to do what they're going to do. So that's where that statement is really strong in saying, "I know I'm human and I make mistakes, and I have several fails under my belt and several lessons and that's why I'm really good at what I do today." So that's number eight.

Number nine is, I would say, "It's basically impossible to offend me." So most people feel really comfortable when I say that around them. It shows that I'm chill. They can say whatever. I'm not going to judge them. It's basically impossible to offend me. And I, again, not taking something personally, I do believe that being offended is a choice always. So you can always choose to take something offensively or not. Because again, it's always a reflection of the person who said it. And if they say something hurtful to you, hurt people hurt people.

So with my ex, he used to be very hurtful and he used to say things that were ... He had a way with language that was just, he had a really good skill at making everything sound terrible. It was horrible the way that he would describe things. Maybe this is too much information, I don't know, but I'm going to share it anyway. He had a son. So I was a stepmom for a while. The son was a teenager at this point. And you know how teenagers are, we all know. And not all of them, I have met some pretty nice ones. But they kind of get a bad reputation. Myself included. I was a pretty terrible teenager.

Anyway, he had a teenage boy and he was doing what teenage boys do, and yes, he was potentially getting himself in some trouble. He was not coming home when he was supposed to. He wasn't showing up for his job. He wasn't going to school. He was smoking and drinking and doing all that stuff he wasn't supposed to be doing. And my ex, like this was not about my ex, it wasn't about ... For him, this was not about his dad. He wasn't doing this to piss his dad off. I mean, maybe a little, but he was doing it mostly because he wanted to feel good and he wanted to do what he wanted to do. It wasn't about his dad or it wasn't about me. But he was doing this stuff anyway.

So his dad, my ex, the way that he described it was he's like, "It's like my son has put his fist up my ass, grabbed onto my guts and pulled them out." And I was like, "That is such a horrible way to describe what's happening when really it has nothing to do with you. He just wants to go and have fun." But he took his behavior so offensively. He was like, "He's offending me. He's disappointing me. This is what he's done, this is terrible." And my thought was, "He's a teenager. He just wants to have fun. That's what I was doing too at that age."

So again, it's impossible to offend someone that refuses to have thoughts that they are being offended. Mostly we go to the default of like, "Oh, that offends me. That hurts my feelings." But we don't have to. Okay? This is 100% true for me, and I know that what people say is often a reflection. It's always a reflection of them, not of me. The only reflection of me is how I respond to them. And surprisingly, I could respond very calmly.

If my ex told me that I was dumb, and he did that a lot, he's like, "Oh, well that's dumb." I would be like, "You know what? I don't think it is." I'd be like, "You might not agree, but that doesn't mean it's dumb." Not mad, just like this is the truth for me.

So I got really good at not being offended. And when you say that, people who are cool and chill are like, "Oh cool. We can be ourselves around you because you're not offended." And I'm not talking about if someone's being racist or inappropriate or whatever, and that's another rabbit hole for another podcast.

But yeah, if somebody is doing that kind of thing or saying racist comments or being inappropriate, I'm not going to be personally offended by them, but I'm going to let them know that I'm not okay with it by saying, "That's a no for me." Or, "Not cool dude." Or making it clear that is not something that I'm available for, even by saying, "I'm not available for those types of comments here." But I'm personally not going to be offended by them. I can still choose to personally not be offended and still say, "That's not okay."

So 10, I like to see each person for who they are. And they all have unique abilities, unique strategies, and everybody has a different point of view. Everybody has different thoughts. They bring something new to the table, and all those ideas are valid. And I often take the perspective of hear all ideas and we can usually only apply one. We might be able to test a few of them, but we can usually only apply one of the ideas, at least one at a time.

But hear all the ideas, because everybody has something to contribute. Whether they're the receptionist or whether they're the CEO, whether they're the founder, whether they're the director of marketing, the business analyst, whoever it is, they all are going to have a different point of view and it is valid. So that was one of my philosophies, and I really appreciate being able to share that.

And then I might provide a leadership example of how I've played to people's strengths. So I might ask people the kind of work that they believe that they're best at doing, and that's how I might decide who goes where, who does what, who's assigned to what.

So an example, a really concrete example to provide that proof of exactly how I would do that. So in a meeting, if we're doing a project, I might know some of their strengths already, say if they're my team. I'd might be like, "Okay, I know that Sally is really good at the organizing. Can you please put the plan together?" And then I know that Roger is really good at looking it over and finding any holes in the plan. And then I know that these three people are going to be on this portion of it because they're really good at the budgeting, for example, or the sourcing of the materials or whatever it is. And I would do my due diligence in discovering who's good at what, and then put them on that task.

And that's managing people, so I might give a leadership example of how I did that. And you got to find your way of showing that example, sharing that example, and this has to be what you believe as well. And if it's not, then you want to find your own philosophies, your own kind of anchors as to how you want to go into an interview and how you want to be seen in terms of who you are, how you work, what your values are, what your philosophies are and you want to stand strong in them. And then you want to know that if somebody doesn't approve of them, if they don't like them, if they're not on the same page as you, that they're not going to be the right fit for you.

So if somebody is not tolerant of my mistakes, if they're like, "Well, we don't like that. We want you to do this, this and this." And I'm going to be like, "Well, you know what? That's just not me." And it's not going to be a problem for me, I'm just going to be like, "Okay, well that's just not the match."

So I hope this was really useful for you. Those are 10 things. Again, I didn't say those in every single interview. But just knowing that's who I am and that's what I bring to the table and these are the kind of

things that I do in these certain situations really helps somebody get to know me on the level of whether or not they want to hire me or not. It gets them a really good perspective.

And so your goal is to be able to do that with your own interviewing. And this is something that not a lot of people have looked at before. They might not even know. They do operate in a certain way, but they might not know what that is or why or how to describe it. And that's exactly what we do inside my program. I will help you flesh these philosophies out for yourself so that you can proudly go and talk about them and share them in a way that people are thinking, "Oh yeah, we want that. We want to hire that person. Yes, that resonates. Cool, yes, I can see exactly how that would work well here." And that's how you get hired.

So if you're interested in getting a deeper level of support, join us inside the 6-Figure Curriculum, the link is below to join. Email me, let me know that you're in, and we look forward to having you.

All right. Thank you so much, and I will talk to you next week. Bye-bye.

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 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.