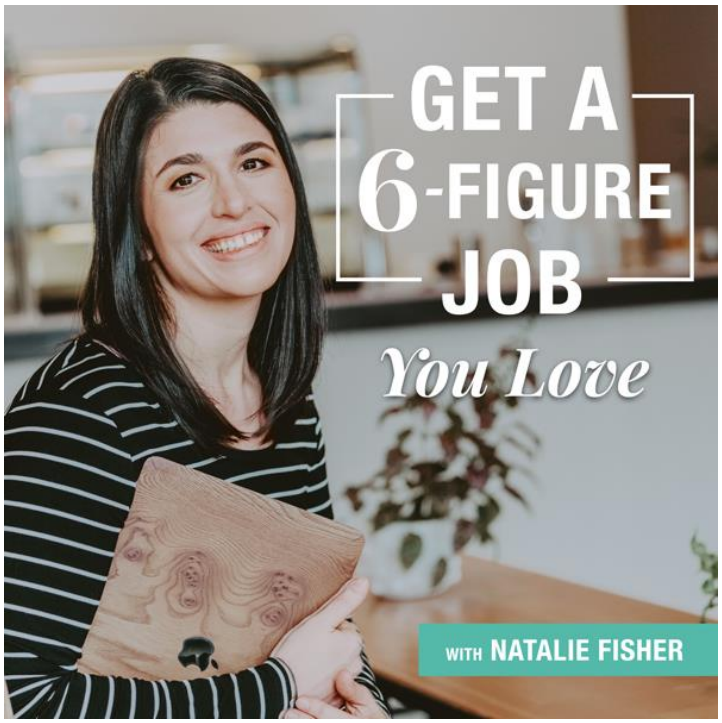
Ep #99: The Interviewing Challenge



Full Episode Transcript

With Your Host

Natalie Fisher

Get a 6-Figure Job You Love with Natalie Fisher

Welcome to the Get a 6-Figure Job You Love podcast. This is Episode 99, The Interviewing Challenge.

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.

Hello. Hello. So these challenges that I've been recording are I was contemplating whether I should share them all on the podcast or just save them for inside my program, and the answer is that if I share them with you, I'm only creating more upleveled tools inside the program for my people who have joined anyway, so I want to share all this stuff with you because there is an unlimited supply of value. So if you are enjoying what you hear on the podcast and you've been thinking about joining us and you haven't been getting the results because you haven't been applying the work, you've been passively listening, but not actually applying the work, not actually seeing those results in your career, then that's what makes the difference is getting in there and actually committing to doing the work versus passively listening.

But today, I want to share with you a concept around interviewing that has completely changed the careers of so many professionals that I've worked with, and I want to break down how that works with interviewing, specifically. So the problem we have, normally, when people come to me and they're like, "Okay, I keep interviewing and I'm not getting any offers. What am I doing wrong," that's the main thing people come to me with, is our default is to view interviewing as something that someone else is grading us on, right? So we go in, we're kind of unconscious about it, and we just think, "Oh, they're the ones making the decision. They're the ones who are in control. They're the ones who have the power to decide. They're grading us. So whatever they decide is my fate, basically," right?

And that puts you in a low position and them in the powerful position, and you're basically just allowing that with how you're thinking. You're like, "Yeah, they're in the powerful position." We automatically, subconsciously, by default assume this, and this is how we end up measuring our success, and it's by how someone else responds to us. So it's like saying, "If someone else approves of me, then I can approve of myself and I can be happy and I can feel good. Whether someone else decided to move past me over or not, then I feel bad. If they decide not to go with me, then I feel bad and I don't feel valuable and I don't feel good." And this is like saying, "It's up to you to decide how I get to feel about myself."

And this happens with people who have lots of experience and with people who don't have much experience. It happens with everybody. So I find a lot of the people that I work with, they are insanely valuable. They have a lot to offer. Everybody knows that. They get praise all the time. They obviously know how to deliver results, but they still get caught up in this. They still get caught up in if somebody rejects them or if something doesn't go their way, they still end up feeling like their value has gone down. And if it happens repeatedly, then it just perpetuates the problem, and it gets worse, instead of getting better unless it's managed, which is what we need to do, and that's what we do inside the program is we put a stop to all of that.

So why this problem exists is because I believe growing up, we were wired to seek approval from others, right? We're wired to seek approval from our parents, our teachers, our superiors. The teacher would grade us. Sometimes, they would grade us unfairly. Sometimes, not. Our parents would either say, "Yes, that's right. That's good. You're a good girl." And sometimes, they wouldn't be fair with us, right? And it's like the same with tests, right? Like, "Oh yes, you did good on the test. That means you're smart.

That means you're a good student and a good kid. You didn't do good on the test. You're bad. You didn't study." And it's just kind of the way that our brains have been wired to work.

We've never really been asked, "What do you think of that," right? If you failed a test, it's like, "Well, what do you think of that? How do you feel about that?" Just you. Nobody else. If we took out everybody else's judgments, yeah, we were never really asked, "What do you think of that?"

So if we were to ask and I'm thinking about this now for my kids. I'm like, "What do you think is best? What do you think you could have done better?" No judgment either way. Just curiosity, "How do you feel about that result that you got? What do you think was missing in that paper that you wrote? What do you think you would've liked to do differently in that interaction and why?" Just removing all the judgment, all the critical thoughts of other people. If we just wash that all out and just ask ourselves, what would be left, right? And to me, that's kind of mind-blowing because we never really asked ourselves that.

And really, that comes down to who we want to be, and that's the truth of the matter, right? That is the truth. We are never used to that or being taught to question ourselves in a curious way. We're not taught to create our own standards for success. The standards always came from outside, and the problem with this is that the grading systems were all over the place. They were so different, right? One teacher would have one way. Another teacher would have another way. Maybe your mom's in a good mood one day. Maybe she's in a bad mood the other day. Right? You just don't know, right? And if you keep trying to please everybody else in that way, you're like, "Oh, I got to predict what they're thinking today. I got to predict if they're in a good mood. I got to predict what questions they decided to put on the test today."

We're not going to have a high rate of success all the time. We'll maybe have a high rate of success of predicting that one person's moods and predicting what that one person would want, but it's not to say that's right or wrong, right? But we kind of just in our head make it right or wrong and just make the approval mean we're we're right. We're okay. We're worthy, right?

And because of one person, you might think that you did great, right? One teacher... and I had this happen in school too. One teacher might be like, "That is a fantastic story. You deserve full marks for that story. It was great. I really enjoyed it. It had everything that I would look for." And another teacher, same story, might have a different opinion. The only things that are kind of hard and fast are math, "Yes, you got that question right, or you got that question wrong." But with interviewing, with English writing, with most things, it's like that's opinion-based, right? It's like, okay, one teacher will think that that was great, and then I'll submit it to another teacher and I'll be like, "Hey, I wanted you to read my story. I'm really proud of it," and they might be like, "Oh, that didn't make any sense to me at all. I didn't like that. You should change this and this and this" and give you a bunch of feedback, where someone else might say, "That was great. I think you should submit this in for a contest because I think you could win something with it," right? People are just going to have completely different opinions.

And with interviewing, the thing that we run into is we're trying to gain that approval from people and we're doing it on default. We want those people to approve of us, and that's a really big problem because you lose sight of who do you want to be? How do you want to add value? What do you want to talk about? What's important to you? How do you want to discover what's important to them? How do you want to work? How do you want to collaborate? You totally lose sight of that when you're thinking about what are they looking for? What do they want from me? How are they responding? What did that mean when he made that look or he said that, right? Totally takes you out of being the person you want to be or even considering the person you want to be in that moment.

So one person may tell you that you're always failing, no matter how great you're doing, right? I've had a lot of clients who have had managers where they are in a situation where they know they're doing great

work. They're getting great results, but the manager's still hung up on little things. They're like, "Well, you didn't put that in the calendar, though. Are you going to fill that in? What about this? What about that," right? And the person's like, "Well, they're just nitpicking me and nagging me, and it's driving me nuts, and I can never win," but they know their results are good, right? They can feel good about them, but they kind of lose sight of it because their manager's not approving, right, so they feel undervalued and then the worst that can happen is they can start believing that they aren't doing well. They can start believing that they're just never good enough, and that's a problem.

So while we always have the idea that the standard of success lives in someone else's hands, in this case, the hands of a hiring manager or an employer and they're the ones who make all the decisions around how you feel, they're all going to have different past experiences, different thoughts, different specific wants and needs, different ways of working, different personalities. So while you're basing your self-worth or your success on how they react to you or how they decide to move forward, you'll always be giving them the remote control over your feelings.

And I kind of imagine this remote, a TV remote that you hand to them in the interview. You go in, you sit down and then you hand them this remote and the remote has buttons on it and it says, "I don't like this about you. You're not what I'm looking for here. You don't have enough experience here." And then they might have other buttons that say, "I do like this about you, and I don't like this, and this is good," and they get to press those buttons, and when they press them, you feel accordingly.

So either you feel good. You're like, "If they press a button that says, 'Oh, I like what you just said,' you get to feel good. And if they press a button that says, 'Oh, I don't feel confident about you because of that that you said, then you feel bad,'" right? It's like literally, you're handing them a remote over your feelings, and that's what most people are doing in interviews. That's what's happening. And then they just keep going back and doing that because they're not aware that this is what they're doing.

So how they try to solve it is sometimes, we keep trying to change ourselves. So a lot of situations, people will be like, "Okay, well this hiring manager, they didn't like this. They wanted to hear more about this. So I'm going to talk about this next time." And sometimes, that can be helpful if you thought it was legitimate, right, if you thought, "Yeah, I really want to talk about that next time," if it wasn't just because they wanted you to, right?

A bad example of that would be if they really, really wanted you to talk about your Excel skills and you were not really that excited about working in Excel. You wanted to do more strategic decision-making work and have someone else doing the Excel stuff. Then, maybe you don't want to expand on your Excel skills because that's not where you want to add the value, right? If it was, then you're like, "Oh yeah, I totally should have mentioned that." Then, you can do that, right?

But you want to make the decisions based on your standard of what makes you successful. So hopefully, that makes sense. Sometimes, more often, we won't know what they wanted because they're not ever going to tell us, right? They're not going to say the truth about why they didn't want to hire you, so we keep going and going, trying and trying without any new levels of awareness of what we're trying, but with a vague goal of, "I just hope they approve of me this time. I just hope these people like me. I just hope I'm good enough for this," right? And that, again, completely washes out your ability to strengthen your own value, communicate your own value, own and know your own value. It just washes all that out.

So it's like being in one space or the other. You're either holding your ground with your value, or you're just being taken by the current of whatever the hiring manager is saying to you. You've basically gone in there and you've handed them the remote, or you've kept the remote, there is no remote, and you're just standing there and you're like, "Nope, this is what you get. Take it or leave it. Don't want it? No problem," right?

And I don't mean that in a mean or arrogant way. I just mean when you are confident like that, that's what happens. You just feel so certain of yourself and your abilities that you know that the right person is going to be like, "Yes, where have you been?"

So the goals in your head need to be inadvertently different. The goals in your head need to be, "Who do I want to be for this? Who do I want to work for? How do I want to discover if this is a win-win?" The goals for the interview need to be different than what the default goals normally are.

So most people are thinking, "To get this job, I need to impress them. I need to prove to them. I need to show them. I need to sell myself. I need to tell them what they want to hear," and it's going to be a completely different test every time. You don't have any study notes. You don't have any real way of knowing who these people are going to be or what their personality types are or what they're going to want. Keep trying to go in there and write this test without having any material to study from and a totally different test with different questions every time, and you're going to try to be getting them right, but you won't know what this person wants because they haven't given you any study material. They just gave you a job description that who knows if they were even clear on it, who knows if they even wrote it themselves. You need to go in there and discover, not try to impress. That's not the goal.

And so when we're interviewing many companies, we just don't know how to study for these tests because there is no study guide for these tests. And what we do know is that when we keep approaching it in the same way and then we get rejected, we get upset again, and then we've given them the remote again. We've basically said, "Okay, well, here's the remote. Oh, I failed the test. Now I feel bad." And that's one of the things that actually takes the longest time is recovering from rejections and spacing out your job hunt because you're not just continuing to go on interviews knowing the facts. You're just kind of letting yourself get devalued by rejections. So that's what we don't want to happen.

And why it doesn't work is because you are setting yourself off for an unwinnable game, right? It's like if you're playing soccer and every single time you go to play, you're supposed to get the ball in a different place. It's not the regular game of soccer. Maybe one day, you're supposed to get the ball over the right side of the audience, and it's not even supposed to go into the goal post. It's not even supposed to go in there one day. You're like, "Okay, I'm going to go play this game," but you have no idea where the ball is actually supposed to go for it to count as a point. You're just like, "Oh, okay. I guess I'm supposed to get it in the goal," but then you get it in the goal and they're like, "Nope, that doesn't count," right? And then another day it's supposed to go onto the left side or in a completely different... maybe they got this weird thing set up that you're not even looking for and it's supposed to go in there, but you have no idea, right? So it's an unwinnable game.

And that's basically what people are approaching interviewing like. They go in there trying to find what is the goal post, and hopefully, they will hit it. And they always set themselves up to lose in that way, right? Unless, maybe you get lucky and you've done it enough times and you might get a job pretending to be someone you're not, pretending to be like, "Oh yeah, yeah. I want this. I'll do this. I did that" and ended up quitting three months later.

So maybe, if it even does happen, but you haven't been intentional with where you wanted to land, you haven't been intentional with what you actually wanted and that cost you more time because I've been there done that and I just ended up quitting, so it didn't work anyway. So I wish I hadn't done it. So you've kind of just landed somewhere that would take you and that happens too. And it's like, it's not a good situation because like I said, you've got to end up quitting sometime. You're going to end up being like, "Okay, well, I really actually don't like this. So I might have won the game, but I actually hate playing it." So quit a couple months later.

So we need to be... that's why it's so important to be super intentional about who you are, what you want, how you want to add value, what you want to be, who you want to be, and those are the things

you can decide ahead of time. Those are the things you can evaluate. Those are the things that are completely within your control.

So what ends up being created when you're interviewing like this, when you end up trying to just keep going and the game is unwinnable and that's how you're interviewing without knowing it, what happens is you cement in the belief that you're not in control of what you create. So you're like, "I'm not in control of the offers that I get. I'm not in control of where I end up." It's like, "Whoever takes me takes me. Whoever thinks I'm good enough will think I'm good enough, and that's what'll happen." You cement in the belief that you are at the mercy of whoever will hire you. You cement in a belief even further that you have to keep playing this game in this way and rely on luck to get in somewhere. You cement in that you don't have choices here. You don't have control. You ignore your own value. You don't cultivate how to express it in a way where you put yourself in the best position and where you feel really proud of your own value. These are not things you're doing when you're just trying to figure out how to win this unwinnable game.

So what you actually really wanted and dreamed of is not coming to you because you're just entertaining all these other opportunities, being like, "Oh, well, I hope I get this one. I hope this works." You keep playing the game at a very low, low level, and that's what ends up having people think, "This takes so long. This is such a slog. This is so arduous." Those thoughts, because you're playing at a very low level, right? You're trying to keep people happy. You're just kind of taking opportunities. You're not very intentional with the opportunities. You're trying to get people like you, and it sucks.

So it's like when I was dating after I ended my 10-year relationship. I'll bring up the dating analogies again because I love them. In 2020, I could clearly see my mind doing the same thing, and I hired a coach to keep me on track for this, and it was literally the best thing I ever did. She steered me down the right path. But yeah, so I got out there and I was dating again and I was just willy-nilly going on dates with people, just making justifications for them. If they showed up late multiple times, if they refused to answer questions directly, if they rejected me, I was like, "Yeah, this is just how it is. I'll just date whoever wants me." And that is how I had lived my entire life dating whoever wanted me, fallnig into whatever a relationship came along. And my thought was, "Well, I guess this is it. I guess this is what I get. I guess they're okay. They've got a pretty good job. They're fine," right?

I would justify it, but I wasn't into it. I didn't like most of the people that I dated. I mean, I got to say most of the people that I ended up dating, I did not really like, but I was just kind of like, "Well, they're okay." I talked myself into telling myself that I liked them, but I didn't really, and that's the same with jobs. You talk yourself into saying that you like a job because it's secure and it's good enough, but it's not what your soul wants.

So instead of being intentional, what I was doing... I wasn't doing the inner work and that's what was happening. I was just kind of going on dates, being like, "Yeah, okay. Yeah, this guy seems good." And my coach would be like, "Well, why are you going to see him again?" And I would tell her... I'd be like, "Oh, well he did this really nice thing." And she's like, "Okay, but..." and she would make fun of me. She's like, "So that's why you..." I fall in love really easily. She's like, "So you're falling for him because he kept almond milk in the fridge for you?" She's like, "But he can't make consistent plans with you, so who cares if he keeps almond milk in the fridge for you?" I was like, "Yeah, he did that really nice thing," and she's like, "Well, who cares?"

He couldn't make consistent plans. I'd always make... I'd be like, "Okay, so are we going to do something next weekend, or we going to do something on Tuesday," and he would be like, "I don't know. We'll see," and he couldn't make plans. And so sometimes, we would and sometimes, we wouldn't, but that was a problem because I'm someone who wants to have plans, right, and I don't think it's too much to ask to want to have another date set up.

So anyway, I was just justifying it, and she was the one who called me out, and she's like, "That's a really terrible reason to fall in love with someone just because they keep almond milk in the fridge. Who cares?" She's like, "If they can't make consistent plans with you and they keep making you second-guess whether you have a date with them or not, that's not good enough." So I'm so glad she did that because I was able to kind of get to the bottom of that quickly and realize that wasn't the person for me.

So the level of, "Okay, just keep going, get rejected, or just settle," that's an option. You can do that. But it's not the option that I choose or that my clients choose. So it's like, you want to be intentional about what you want and then you can call it in. Then, you can have it. So I was doing that and I was just kind of following along the same pattern I'd followed my entire life, just falling into the arms of whoever would want me, instead of being intentional about what I wanted and I never did the inner work until then to really get intentional and then actually attract the most amazing relationship I've ever had in my whole life.

And just like that is the lowest level of dating that you could do, imagine being like, "Yeah, I'll just date whoever wants me, and I'll justify that they're good enough, even when they annoy me or they're not, or really, when they're just disrespectful. I'll just make excuses for them." Of course, we never say this, but this is what our behavior shows. It's like, "Yeah, they're willing, so why not? We'll just give it a try."

That level of dating is the lowest level of dating, and it's like the lowest level of interviewing too. So after my coaching experience, I got very intentional about what I wanted. Then I decided who I needed to be to get that. I did my inner work, and then I ended up in my amazing relationship, and it's the same process for the job interviewing, which I walk you through slightly differently in my program, which is you get really intentional about what you want and then you do your inner work to become that person who gets it.

And most of my clients already are. They just need to clarify that in their own head, right, convince themselves, show themselves of the value that they're offering. Then, they end up landing and attracting that amazing offer. It just ends up matching up and happening fast for them.

So that's the difference. You can keep going, keep going. Don't give up. That's a nice platitude. I think it's pretty low level advice. It's like, I mean, "Yeah, keep going, keep going. Don't give up." But it's pretty service level. It's 2 on a scale of 1 to 10, career-wise. It's like, "Yay. I got this job. I got the first job they offered me because I kept going and I didn't give up after 100 rejections. And then I sold myself on getting excited about it because at that point, I was so defeated. I would take anything."

The whole way, I wasn't valuing myself, and I wasn't... I just kept pushing myself to keep going anyway. And that's what you have to do. You just keep pushing yourself and you have to be resilient and you can't give up and rah, rah, rah, rah. So that's one way, and that's not the only way, but it is a way.

So then... because I see those posts all the time. It's like, "Rejected, rejected, rejected." It's like, "Well, there's a lot more to it than just rejections," right? So it's not how I guide you to do it, and it's not how I do it. That is what is created when you don't really tackle your own value first. You just keep going through the motions of the process, and then one day, something works out for you by luck. And I see it all the time, right? But it's different than being intentional about what you want and then specifically shifting your mind to go get that thing and then actually attracting that thing. And then when you get it, it's like, "Oh, that's not a surprise to me. I knew that that was going to happen because I've been creating that in my mind for this time."

So that's how it should be. It's not rejection, rejection, rejection. It really bothers me to see that because it's like, you're missing a lot of the story. We don't know if you ended up in a job you're happy with or if you just say you're happy because, of course, you're going to be worn down by that many rejections, right?

So what I'm suggesting is you upgrade your mindset right now with this challenge. So this is how my clients operate, which is what creates them to enjoy the process along the way, and they get higher and higher level opportunities coming to them all the time. So if they came in and they were getting interviews, they'll be like, "Oh, this work has completely changed the level of interviews." They're like, "I can't believe the quality of companies that I'm now interviewing with."

So my client, Issa, recently said, she's like, "I can't believe that these companies are interviewing me," right? And when you attract and match with these amazing opportunities, then you know that you are upleveling, right? You know you're doing it right. You're attracting better quality to you because you're no longer in that place of rejection after rejection, "I have to keep going. I have to be resilient," but you're in that place of, "I'm valuable. I really get how valuable I am," and that comes out. It comes out in how you talk. It comes out in how you write. It comes out in what you put out in the world, and it changes your experience of the job hunt.

So it's more excited. It's like, "Oh, I'm curious to see what I'm going to get, what I'm going to get, where I'm going to end up, and it's going to keep getting better as I go. The best opportunities keep coming, and if I don't get this one, there's going to be a better one." And you're going to see evidence of that, just like my clients have seen until they get the things they're earning up in their top 10% of their industry, increasing their salaries by 50%, for the first time ever, breaking through that 100K threshold. These things happen when you do that inner work and are able to distinguish the difference between rejection, rejection, rejection to, "I'm intentional about what I want. I know when I own it, and I know I'm getting it."

So these [inaudible 00:27:03] happened from a completely different mindset than the default that most people are walking around with. So here's the challenge: when you apply or interview for anything, I want you to shift your focus completely. Ask yourself these questions and grade yourself before you move forward.

So on a 1 to 10 scale, I want you to ask yourself, how excited are you about that opportunity? How much do you really want it? How many justifications do you have to make in order to make it exciting? So a lot of people are like, "Oh, it's just a really long commute, and I don't really like this aspect of it," and so they might have to already make a bunch of justifications just looking at the job description.

So then you want to be... so say it's great and you love it and you're really excited about it, then you want to ask yourself why. What are the reasons why you're excited about it? What is it that calls out to you about it because it's really the work that you want to be doing. You want to be paying attention to what excites you and why? Is it just because it's close to your house? What specifically excites you about it and then check your reasons.

So you don't want to be like, "Well, it's not exactly what I want to be doing, but it's kind of okay. It might be great experience. It'll probably be great experience, right, even though the pay's not very good." You want to watch how you're looking at this opportunity and grading it for yourself, deciding, "Okay, on a 1 to 10, how excited am I about this," right?

So for example, if it's something I could do, you're like, "maybe, but I don't really want to, but it's only temporary. I could do it until I get something better," may or may not be for the best reason, right? I mean, if you're in huge scarcity and you need to pay bills and whatever, do what you need to do. And we're talking to people who are looking to really qualify to uplevel what they want in their career, right? So you're in a role, you know you're capable, you want to do something more, something better, and you want to make this change.

I want you to really evaluate it from the perspective of your future self who's doing exactly what you want to do. It's like, how close is this to what I want, right, on a 1 to 10 scale. So you don't want to justify it with stuff like, "Oh, it could be good experience. It's okay," right?

Then if you like your reasons, go ahead and apply. Do everything you can to make yourself seen for that position. And inside my program, we walk through many, many ways to do that, to get your resume actually seen, and we do a resume challenge so that you know that you are doing all those things to make sure your resume is seen.

And then for the interviewing challenge part, here's the challenge. So these are the questions I want you to ask yourself, instead of what you may have been thinking before. So on a 1 to 10 scale, how clear are you on the value you bring to the table for this position? So if I were to ask you to give me 10 examples of tangible value that you've brought in the form of results, that these people for this job would find relevant and valuable, what would come to mind. And then I want you to give yourself one point for everything that comes to your mind, everything that you could tell that you're proud of. Mistakes count two. We have a section inside the program, inside the 6-Figure curriculum about the stories that you want to tell. And some of them are going to be mistake and failure stories, and some of them are going to be your hero stories. They're not all going to be hero stories, but ultimately, things that you're proud of, right? Even if it's a mistake that you recovered from or you learned a big lesson from, it's something that you're proud of.

And if you don't have those that come to mind, if you don't have specific examples that come to mind, then you don't give yourself a point. So if you have 10, you give yourself 10 out of 10. If you can only think of one, you give yourself a one. If you can't think of any, give yourself a zero.

Next question:: on a scale of 1 to 10, how do you feel about the value that you've brought in the past? So seriously, ask yourself. Do you believe that you could create tangible results in this role based on what you've contributed in the past and based on how you understand the nature of the job and what you could do and the results you could produce. This is kind of a question of how much do you believe in yourself to succeed in this role and ask yourself on a 1 to 10.

And then on a 1 to 10, you want to ask, where would your confidence and certainty in yourself to deliver the results that they want. Even if you haven't done everything on the job description before, that's fine. Do you believe you can figure it out? Do you believe you can deliver the results with all the past experience that you bring? Do you have the resourcefulness and the ability to figure it out because having done everything is not the be all and end all.

And then the next question: on a 1 to 10, where is your level of belief that you can figure things out when you don't know something? So where is that level of belief, right? Or if you're presented with something you've never done before, on a 1 to 10 scale, how confident are you that you could figure it out, right?

Next question: on a 1 to 10 scale, where do you put yourself as a candidate to hire yourself for this role? So 10 being, "I'd hire me right away. I know I'm perfect for it. I feel it. I feel aligned. I'm sure I'm the person they need," or lower down on the scale, one, you might be like, "I really don't think I'm right for this. I think someone else would do a better job than me," right?

And then last question: how comfortable are you walking away if you see red flags when you go into this interview? Maybe you go in and they say some things that you don't feel comfortable with or you don't like. How confident are you that you'd be able to make that call, instead of just justifying why it's okay and why you'd still want to work there anyway because this is what a lot of people do, right? Mostly, we're going to be justifying. We're going to want people to like us. We're going to say whatever. And best case scenario, you get hired and then you have to quit because it's not a good situation for you. It's

not a good fit. Or I don't know. That's probably not the best case scenario. Neither of them are win-wins. It's like you either get hired or you don't, and that's probably the best case scenario is you don't get hired because you would've had to quit anyway. So we just really want to watch for that.

Inside the program when you join, you get the workbooks with the challenges and then you score yourself. So the challenge that I just went through, there's a scoring method for it. You score yourself on a 1 to 10 scale in the beginning, and then there's some work that you do, and then you score yourself again, right? And you want to bring that score up is the goal.

And when we're scoring ourselves in this way, these are questions that you fully control. These are things that you fully work on yourself. Nobody else is responsible for them. Just you. So it's literally foolproof. You cannot go wrong with this work because we cover everything from the inside out.

So from helping so many people and going digging inside their brains, I've come up with the best system and the most fun way to bust through these challenges so that you make interviewing fun, engaging, challenging, and it's very clear to you how to assess and how to evaluate yourself, right? Nothing like this is out there. Nothing like this with the success rate, nothing like this with the thoroughness of the work. You take what you need and you use it and you leave the rest.

But the challenges I find have been very, very successful with people because we want a grading system. It's like, we want to know am I doing it right? How do I know if I'm doing it right, right? And so this clears up all that ambiguity, right? And these are only a few of the questions on the challenge. Inside the program, we have the entire challenge. It is mapped out and then you would grade yourself, and then there's the work that you would do in between to get your numbers up, and then you would do it again.

And you could do it very quickly. You catch on and come inside and get coaching and everything. But when you grade yourself, you are now responsible for your own results. And why it works is because now you've put yourself in control. You're holding the remote on your own career. You're holding the remote for your own feelings, right? You're the one pressing the buttons. You're the one who decides what the buttons are. You're the one who's like, "I like this. I don't like this. I want to say this. I'm confident about this. I'm proud to talk about this. Maybe I have some work to do on this," right? You're the one who presses those buttons, and you're the one who decides how you feel.

And if people don't like that... so say if you have a really impressive thing you want to talk about and someone's not impressed and they don't get it, then you can be confident they're not your person. And you can be totally fine with that and not have any issues if they reject you and actually be like, "Yeah, of course, they would reject me. They don't get it. That's fine. Not everybody's going to get it." You control it, not them. Not a bunch of random people with different expectations, different thoughts, different feelings, different backgrounds.

This is just the weirdest thing. They might not like your name. They might have a bad association with your name. Somebody else had the same name as you, and they were a jerk in their past history, and they're like, "Well, I don't want to work with her because I don't like the name Cindy or whatever." It's just the most randomist things. And they're not going to tell you that.

So it's the best news ever. It's the best news ever because you get to control this whole process, and I will show you how. What you're going to need to do is you're going to need to look deep inside your brain and answer questions that maybe you've never answered before, right, and you're not going to be able to avoid them because what's on the other side is the answers that you need. So looking deep at yourself in a way you've never done it before, not deferring to more and more action because it's easier to apply to 100 different jobs that you don't really want that bad, that you're not really that excited about than it is to look into your past and your present and your potential to see how valuable you are.

Now, that could be uncomfortable work for some people. Seeing how valuable they are can be very uncomfortable, especially if your whole life, you've been telling yourself you're not good enough or you've been told you're not good enough.

But when I ask the deeper questions that my clients haven't really considered before, this is what it really takes to be successful. It takes applying a different mindset entirely to see everything shift for you in a matter of weeks and months, and then you're no longer in the struggle. You are now in a place where you understand where your success came from.

And what you end up creating is you now have an intention set for what you want. You're not at the mercy anymore of whatever comes along, whatever falls into your lap. You get the role you wanted because you developed that, you developed the skills to get it, both inwardly, your beliefs and your ability to hold those beliefs for yourself, outwardly, the action that comes to you and aligns up perfectly in the interview when you are in that space where you're in an opportunity that you really want. Then, you get to be the creator. You're not at the mercy of whatever falls in your lap.

So are you ready to do this work with us? This is the work that changes your entire life, not just your career, and I told you about my experience with dating. If I had not done it, I would not have invested in a coach. I'd be dating a bunch of... I'd either not be... I'd be still single right now, or I'd probably be in a relationship with someone who was making my life hell. I'd have anxiety all the time. I'd be in an emotionally unavailable relationship. I'd be trying to get something I couldn't get from somebody because they weren't able to give it. I'd be trying to change the person. I'd be justifying why I was there. I probably would've fallen right back into my old pattern had I not had the coaching I got, or I'd be just in a mediocre place.

Instead, I am literally with the man who is everything I ever wanted and more and literally everything, and I don't have to work hard in the relationship because it is the easiest thing I've ever experienced, and it's the same for him. It's the perfect match. And it's like, literally, this was created from basically what I explained to you today. But the work that I did and I went deeper and I did actually do the work, and that is going to be required. It's going to be more than passive listening.

So if you are ready for that kind of uplevel in your life, then I want the same for you, for you to get intentional, for you to decide what you want, for you to believe you can get it, for you getting excited about it, for you to see exactly why you can and how it's possible, and for you to walk right into it after discovering why you don't have it now. And this is the work we do. So join me now. You will not be sorry. And I will see you in there. Thanks for listening. I'll talk to you inside.

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.