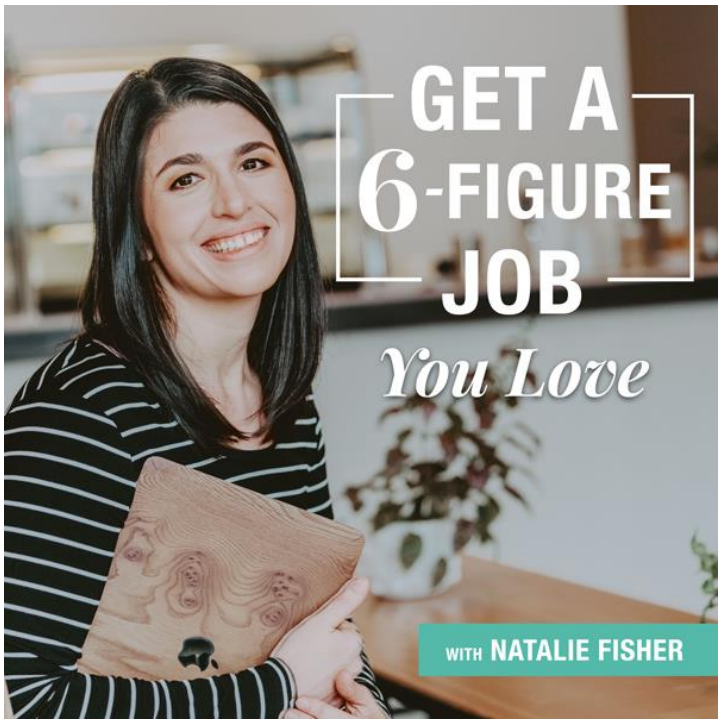
Ep #114: 3 Main Issues of the Job Hunt



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 114, three main issues of the job hunt. 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.

So this is a series. It's going to be four podcasts that I did trainings on so they are live trainings that I did, so you might hear me say things like, "Put a one in the comments or put a yes or let me know if this resonates." So you can follow along in your head, but just so you know, that's what these are. And if you hear me say, "Come tomorrow where we're going to talk about this," that's just going to be next week's podcast. And we're going to do four of these, and I wanted to share it because it was so good and everyone had so much good feedback to share on it. And we had some live coaching on day four, and I just wanted everybody to be able to hear this because it was so powerful. So I hope you enjoy.

All right. Welcome to day one of this four-day training extravaganza. Today, we're talking about knowing who you are, what you want, and exactly what's going to be required of you to get that and why you don't have it yet. So as far as that goes, I'm going to be asking you lots of questions so in the chat, please don't hesitate to, don't be shy, put in your points, let me know where you're at and if it resonates with you. And if it doesn't, then put in what does. Put in how you feel or what it's more like for you.

So when I get into a training, I'm going to talk generally about what I've seen, so I'm going to talk generally about common problems, common myths, common things. It might not all apply directly to you. So I want you to ask yourself as you're watching, how does this apply to me? And if I say something that might not resonate with you or it might trigger you, make you feel a bit uncomfortable, that's because there's something there for you to explore or it just means it's not you, it doesn't apply, and that's okay too. So you might just say, "That doesn't work for my brain." Obviously I don't know you, I haven't talked to you, so I don't know that for sure. I'm just giving you a high level of having worked with hundreds of people on this one problem. So you'll know the difference if it's triggering you. You might feel angry or you might feel mad at me or you might just be like, "Yeah, that's just not me," and you might be calm about it and you'll be fine with that. So that's the difference.

So when I do coach people to get the results, we're working together so I know a little bit about them. I ask them specific questions. I can dig around to see what's going on in their brain. So it's going to be a different experience than this presentation. But anyways, I just wanted to let you know about that.

So the first thing I wanted to say is if you don't know me, my name is Natalie Fisher, and I help job seekers land crazy, mind blowing roles, and I like helping people make big jumps in their career, make big changes in their career that people told them it wasn't impossible and people would not believe it. They'd be like, really? And so I do this with some of what I'm sharing today. And inside my paid program, we really go deep and we really get into all of it and I coach in the group, but essentially it's one on one coaching with me.

So it's my mission basically. I made up my mission to solve this whole job hunt problem. So whenever I hear someone say the job hunt is so hard or they've been on so many interviews with no luck or whatever they say, it's my mission to basically make this, if not easy, if you can't get to the point where this is going to be easy, it's doable. It's manageable to the point where you know there's a clear path and you know what you need to do. It's not a nebulous, scary thing that may or may not happen. It's like,

okay, no, I know what I need to do and it's going to happen. It was just going to require this from me. So that's my objective here.

So my mission is to create a different experience for you, for the job hunt, for getting to where you want to go in your career. And when we create a different experience for you, you will create a different result for yourself.

So I'm going to name the three main problems of why the people that come to me, the problems that they normally present me with, and I want you to put a number according to in the comments if it feels like you. So one, put a one if you don't feel like you're going on very many interviews but you want to go on more. So say you've maybe been on one or two in a month or you just feel like there's not much activity going on, you haven't done that many interviews, put a one if that's you.

Put a two if you're going on a lot of interviews or you feel like you're going on several but you're not getting the offers. Put a two if that's you.

Put a three if you are getting offers or maybe you got an offer but it was too low or it wasn't the right type of offer.

So two threes and we got one, one. Okay. Yeah. So there's nowhere right or wrong. Neither is better than the other. And yeah, you're right. One of them, you could be like I'm a little bit of two of these. It doesn't have to be just one. These are just the main overview problems, of which we will talk about throughout the rest of the training so I want you to establish which one feels most like you. Okay, so some twos, mix of ones and twos or a mix of twos and threes and then a couple of ones. Okay, cool.

So the myths that we have here are, so with the first one, when you're not going on enough interviews, and we're just going to cover all of them just so that you can get clear and you might be like, "Yeah, this is a little bit me. this is not." Again, what applies to you? Just take what applies to you.

So with the first one, the myths that people think are the reason why you're not going on enough interviews is because most people think that they have to either have some sort of perfect thing. The clients that I've worked with who haven't been going on enough interviews, normally they think that they need to feel totally confident, have a hundred percent answers to all the questions, heal their self doubt and fear before they can take action. And they think that because they are going on interviews but it didn't work or maybe they went on one or two and they didn't get the result that they now need to prepare and it's going to take a really long time and they want to make sure they've done such a good job of preparing that they are just in perfect shape and nothing below that is acceptable.

So this is the fearful perfectionist. This is what I'm calling you're in fear and perfectionist mode. So this means that you are feeling fear and doubt, either fear of rejection, maybe you've been rejected once and you don't want to get rejected again so you don't want to go on more interviews. Maybe you are having trouble getting them in the first place, which also stems from not testing out enough things to get the interviews on your resume or whatever. Or the fear of being judged by the people that are interviewing you or you're in perfectionist fear mode. Maybe you've experienced disappointment before and you don't want to go back there and interview, which makes perfect sense if you're not used to just continuing to keep going even after you fail. Failure is just going to be a part of any process that we want to get something. We have to be willing to "fail," but it's just trying stuff until we get the result we want.

You feel like if you're disappointed, you're not going to be able to handle it very well. A lot of people are like, "The rejection just kills me. The rejection is really hard for me. I can't handle it very well." So that's a sign that you're not going to want to keep going out there because you don't want to get rejected again. You want to make sure everything is perfect that you're super prepared. You don't want to blow the

next opportunity. So going on interviews, you don't really have a measure of when you're ready. You're like, "But I'll never be really ready," because you just want to keep preparing and keep preparing.

So this is called being in perfectionist mode. You don't want to apply unless maybe you have every single job bullet done. You're like, "Okay, I can hit all of them." So that's the first one.

The second one is the push through or this is what I'm calling the people who are going on a lot of interviews and not getting the results they want. This is normally the problem that I see for this. So either not in full integrity and congruence with your own value and your own ability. So what congruence means is you're not fully reflecting out your own value and ability because you're not really certain of it yourself yet or you have some doubts about it. You have some energetic doubts about you in relation to the role. There's lots of nuances. This is just the basics. So not in complete congruence with what you're presenting.

So if you've ever said things like, "I'm trying to convince them or I want to try to make them see my value," it's a hint that you're coming from the wrong place because when you just know your value and you're just clearing it and grounded in it, you're just showing up and offering that, and it doesn't come from a place of trying to convince. So you're not a hundred percent being yourself. Something is off with your energy. Something doesn't feel aligned to you. You might be trying to outrun your humanness, trying to be something you're not. So if you've ever said things like, "I need to try to be more enthusiastic or I need to try to be more like this or more like that," because you think maybe you need to be a certain way to get the job, you're not signaling clarity when it comes to who you are and what you want, what you're good at and what you do to serve.

And if you're in any of these spaces, if any of this is resonating, it means that you're not communicating that in a clear, concise, specific way so that they feel safe to trust and hire you. They need to trust you. They need to have that. It takes a lot to go from I really like this person and they're awesome and I like being around them to I also totally believe they're the person that can help us with this and they're the person we need to hire and I'm going to give them a contract. So there's a jump from both of those things need to happen. And that happens, right? They might be like, "Yeah, I like you a lot. You were great." That's why we get that feedback sometimes where you're like, "Yeah, you were great but we went with somebody else but you were great."

There's the 50/50, 50% you need to be in alignment with everything that you're offering, presenting, know you do have the confidence in yourself, and then 50% needs to be the way that you actually communicate it to them and what they need to hear. So the first part is the inner work and then the other 50% is the how you communicate it, which is a skill, is a learned skill but starts with you being in congruence with your own value.

So that jump needs to happen and you need to know how to make that jump happen. You might be showing up to opportunities that are not the right opportunities for you. So this is where I get to the third one. You're getting offers but they're not the right type of offers. Maybe they're too low or they're not good for some reason. They're not what you wanted. It's like you have to ask yourself, "Okay?" Or if you haven't received these offers but you would take a lower offer if it was offered to you right now or you have applied for jobs for lower salaries than you're looking for right now, that's going to show up in your behavior.

And this is what I'm going to call the nonbeliever. You're not clear on what you want. You're not super clear on what you want. So I'll share a couple of examples of clients for this one. I had one client who he wanted to make a big transition from finance and that's all he'd ever done, was finance, wanted to go to consulting. So he was working with me and he was applying for consulting jobs and he wasn't having success, so he just started accepting interviews for finance jobs from recruiters because that's what was happening. That's what people were approaching him for. That's what his LinkedIn profile was. And

when I asked him, "Why are you doing that?" He's like, "Well, I don't know. I was like maybe there's something there. Maybe there could be something there for me."

And I'm like, "Do you want to take another job in finance?" And he's like, "No." And it's amazing how sometimes we just start behaving in a way that contradicts what we want and we don't even realize it. And I know it sounds so basic, but I've had clients do this lots. They just start not believing and they don't even notice that they've gone out of belief. So anyway, brought him back to it, had a coaching session and he got back on track. Anyway, he landed his role in consulting. He doubled his income with that same thing and he was able to do it. And imagine if he had just accepted the role or if he had just been like, "Okay, I'm going to keep interviewing for these finance roles," because he was wasting time with recruiters too, talking to all the recruiters about the finance roles, doing all the things that people were bringing to him, being like, "Oh yeah, I'll chat with this person about this finance role," when he really didn't even want it.

Elizabeth says, "This is exactly what happened to me before," referring to the finance consulting example during the career change. Yeah. So it's super common and it's something our brain does. It automatically says, okay, well, this is not working. I guess we'll entertain these other easier options. You're not alone because I've worked with hundreds of people. This is what our brain tends to want to do. And when I dig in, it's because you stopped believing at some point that you were going to get that role that you wanted. You took your eye off the prize, and sometimes we really need somebody to keep our eye on the prize. A lot of people go off path and they end up accepting stuff they didn't really want, then they regret it, then they have to leave a couple of months later. Whatever happens, you take your eye off the prize, that costs you money, that costs you time. It doesn't serve anybody because then you got to quit. It's just not helpful to anyone.

The same thing happened with one of my other clients. She was going to go from insurance and she wanted to get a job in tech, in the Salesforce industry. She wanted to do Salesforce and she had taken her certification and she had some experience, but we were working on her belief that her experience was enough. And anyways, so she was doing it. She was going on interviews. And then she started going back to interviews for other insurance positions, for other things, and I'm like, "Why are you doing that?" She's like, "I thought it would be easier." But she wasn't getting offers for those insurance positions either. And I was like, "It's not easier. It's you that you need to work on keeping your eye on that prize and keeping believing it. That's the test."

So when you're entertaining offers and not screening them early on in the process, you're not clear on what you're saying no to early on in the process, you end up wasting a lot of time, and you end up going through processes that you didn't even want to go through and then maybe you get offers that you didn't even want. It means you're not asking the questions up front as far as the work environment, the pay. You're not telling them who you are straight up and what you want. That's because you're not clear on who you are and what you want yet. You have to take that opportunity to do that. You have be like, "Okay, I need to take a step back and I need to look at this."

So this happens when you're in a low belief, because you will never accept a job that you don't want if you believe the one that you do want is available to you if you keep going. You don't believe that this offer is going to come, and that's why you're taking or entertaining or talking to things that are not what you want, not in the area that you want, not at the pay you want. So this happens a lot. So those are the three main issues that I see.

So what people normally try to do when left on their own without guidance or if they don't rein themselves back in if they don't have a clear path is for the fearful perfectionist type or stage, it's not like a personality trait. I don't mean to make it sound like that. It's just a stage in your life and you can

move through it. You can move through it really fast. You can move through it really slowly, depending on how much work you do to recognize it and adjust it, which is what I help you do.

So the fearful perfectionist phase of your hunt if you're in it will mean you could stay there for a long time. Some people have been there for months and years. And what it sounds like is you're spinning on a loop with different thoughts that come up in your brain that seem really legitimate as to why you shouldn't apply for that job, why you shouldn't reach out to that person, why you shouldn't put yourself forward for that promotion. The thoughts will be very convincing. It'll be like, oh, but I don't have enough experience for that. Oh, but I don't have enough value to offer for that. Oh, but I should wait until blah, blah, blah. I should get this degree first or this certification first. Or oh, I should talk to this person first. I should have my resume professionally done first. I should, I should, I should before I move forward. And these thoughts are going to be super prominent if you are well practiced at doing that.

So if you are not told or if you don't have somebody to course correct you and say, "Okay, you need to move forward out of this," and how to gently help you move out of it so you can start the process, you can stand there for a long time. And I've seen people stay there for a really long time. And it's like you keep walking up against this door that's glass and you want to walk through it, but you keep on just hitting the glass because you're listening to that voice and you don't really know how to move through the glass. You never opened this particular door before. Or if you did, you got scared because you got a rejection or something happened and then you're like, "Okay, never mind." And you just close the door and didn't want to go back out.

So that's what normally happens when you're doing ... Yeah, okay. So if you can resonate with that then this is a solvable problem. It is not a big deal. The coaching tools that I show you how to go through and we'll walk you out of this problem, and it will open up a lot in your life because if you're doing this in one area, you're probably doing this in other areas and you can learn to just move forward a lot faster when you get to pass this.

So the second is the what happens when you can continue to push through? So the pusher-trougher is what I'm calling the second phase. This will happen when you keep going on interviews but not getting offers and you're not getting any real new insights. So I don't mean the feedback that they give you because they give you crap feedback honestly. They don't want to tell you the truth because they could get sued. It's not worth it. They can't tell you. I've been in HR and you can't tell them it's not worth it. The company can't tell you the truth.

So if you are in this situation, I don't mean that feedback because if you believe that feedback, you'll get sent down a rabbit hole of potentially getting a hundred more certifications and still having the same problem. If you're in this situation, you might be tempted to believe feedback like I need more experience. You might be like, "Oh, I need to get more experience. I need to get more certifications. I need to do this, this and this." And recruiters are terrible for telling you this kind of stuff. And if you listen to that feedback then you can get sent down a rabbit hole and get caught back in that perfectionist mode and you'll still have the same problem because what I want to let you know is you got that interview to start with and you would not have gotten that interview if you weren't capable.

So if you are getting those interviews, there is somebody who will hire you for this job. You just need to present it in a way where you're 50% totally aligned with your own self and your own ability and your own congruence and ability to figure it out. And the part where you need to communicate that to somebody else in a way that they can understand it and that they can trust you and that they can say, "Okay, here's your contract. We want you." It's 50/50 but you need to learn that. And it's not about the certifications or experience because otherwise, you would not have gotten those interviews. Okay.

So I'm glad you guys are resonating and you can pinpoint it because when you can pinpoint what your problem is, that is half the battle. So you've made a big step just by being able to identify that's what's

happening to me. And the problems I'm talking about here, they are all solvable. I have solved them a thousand times. It's just a few little mindset shifts that you need to make that your brain can understand and then you can move forward because I know that everyone is capable, you can do the role. You can figure things out. You have so much unlimited potential. It's just you need to get through these roadblocks first.

So the frantic pusher-througher ... And not all of you are frantic. Some people are just action, action, action without insight at all. And when that's happening, you're not learning from each experience. You're not taking the time to really evaluate what's going on. This is what people will present with. "I'm going on all these interviews but I don't know what I'm doing wrong." So they'll keep asking, "What am I doing wrong?" But not ever coming up with any actual life changing answers to move forward differently, and you don't know you have a choice to move forward differently. So that's where mindset shifts are required.

Sometimes I'll see people in this situation, not any of you guys here on the call, and maybe if you are, that's fine too, but complaining on LinkedIn, complaining about being ghosted or treated unfairly or that this happened or this happened and it was awful. And I'm not saying that those things don't happen and that they're not unfair. And I totally agree. I don't think people should ghost people. I think people should have a quick and efficient hiring process. But saying that by the time you were done posting that, you could have had a call with a coach and you could have been on your way to your next opportunity and you could have had a breakthrough along the way to know that you were going to show up differently next time and that you were going to get to your result and that wasn't going to be a problem.

So I think that complaining and venting on LinkedIn and feeding the problem actually slows people down because I don't see how that could be a good use of their time. And I'm like, "I agree. It shouldn't happen. It sucks. But you're the one who gets to take that power and control and go apply it somewhere else now." So what? It says more about the person who goes to you than it does about you. It says more about the company's process than it does about you. You're responsible for you. You get to take what you need and you get to move forward. I'm all about just empowering you. Leave all that stuff behind. It's just trash now.

So the other thing that a pusher-througher might do is they will continue to wish that outside circumstances would change and so they will sometimes feel stuck or trapped in believing that the circumstance needs to change in order for them to be successful. So they might be like, "Well, there needs to be more jobs posted for me to get this job, or there needs to be more opportunities in my industry, or there needs to be more people with this title that I can reach out to." They're looking for an external ... or the economy needs to improve, or there needs to be more openings, or the unemployment rate needs to be different. They are looking for something external to change and they're like, "I want that to change."

And it's like that's not going to change so what do we change about you? What do we change in the way that you think so that you can move forward? And I can tell you all my clients in the pandemic got hired and made big jumps during the pandemic because while on the surface, yes, it looked like everything was shutting down and freezing, it wasn't. That's just what we saw on the news. That's just what we kept seeing most prominent in the news, but it wasn't what was happening because that wouldn't have been true, my clients wouldn't have been able to get hired if that was all true.

So they keep wishing things were different that they can't control and so they focus on those things. So they sometimes indulge in commiserating with other struggling people about how hard it is and they let that fuel them. And so that fuels the belief of this process is so hard and this is so unfair and this sucks. Those are beliefs that this is hard because I can tell you myself, and this why I got into it, I don't think

the job search is hard. I think it's fun, and I think there's so much to it that is clear to me, but I've struggled in other areas of my life. I just didn't struggle in this particular area. So I was called to help in it, but I've struggled with stuff I'm sure you guys have not struggled with. We just get what we get with our beliefs that we grew up with. So it is a belief that the job search is hard. It does not have to be hard, and you do not have to feel it's unfair.

So moving on to the next category of the nonbeliever. So what will happen here is this person will normally take a lower offer if that's what keeps happening, and they'll be like, "Yeah," they'll just tell themselves, "This is all I can get. This is it. This is what I can get." This person won't actively do the work to believe at a higher level so they won't be able to stay in it long enough to see their result come to fruition. This person is going to get stuck in "that's the way it is" way of thinking. They have had a "well, if it's meant to be, it'll be" way of thinking, which doesn't work because as soon as you get a rejection, then you're like, "Okay, I guess it wasn't meant to be." And that's not true. It doesn't mean stop. It just means like, okay, how am I going to take some different steps forward?

And they might believe that the economy or the market or the amount of jobs posted or the organizations out there are the problem and maybe they're feeling limited by that, instead of tweaking what's on the inside. So they don't see things that they can change. They see things that externally need to change.

So why this doesn't work? If you are like I was, you just didn't know what you didn't know, but you were super open to growth and you wanted to know more, but nobody had really explained it to you in a way that you really understood. So you couldn't. You were just pushing through because you thought that was all you could do. I have been there, and I had been very frustrated about it because I was like, "I want to do it differently. I just don't know what I'm supposed to do differently." And I was like, "I'm here to take action though. I want to take action so bad and I'm such an action taker, but I didn't know how to adjust my thinking process to be able to move forward differently." I'm going to give you an overview of the tool that I use a little bit later on in the presentation so you can see exactly how I was able to work through it and how you can too.

So why it doesn't work is because first of all, if you're in the fearful perfectionist phase, that mindset doesn't work because you simply don't open up enough opportunities for yourself. You don't give yourself the chance to go on enough opportunities. You don't give yourself the chance. So if your thought is, "I don't want to mess it up," say you don't want to mess up the next interview you go on so you think about how to apply. You're like, "It has to be perfect," and then you feel kind of uncertain, you pull back a bit, you're like, "Oh, I'm going to wait." So your action is you wait, you over prepare, you over research, you study, study, study, but you don't actually put that application forward. Your result is going to be that you don't get yourself a chance to blow that opportunity or succeed at it. You don't have anything out there. You just have the thought of, "I don't want to mess it up," and that thought creates the failing ahead of time, is what it's called. You don't actually take the step.

That's why if you are in a fearful perfectionist phase right now, that's where you need to unwind so that you can feel safe. You need to regulate your nervous system to feel safe, to take that action forward. In this day and age, you can take action, you can reach out to somebody, you can go into an interview, you can do all these things and you won't die, but your nervous system is still scared. Especially if your nervous system has been rejected before, it's going to be like, "Oh no, no, no, that's scary. I don't want to do that again." And then if you don't know this, if you don't know how it works, you're just going to listen to it and you're not going to want to do it. You're going to be like, "Well, I'm stuck. I feel stuck."

So that's why that mindset doesn't work. It's because it just doesn't give you enough chances. You don't give yourself enough chances to actually move forward in the way that you deserve to open up those opportunities for yourself in the first place. And if you don't open up those opportunities in the first

place, then you don't have a chance to actually get any of them. You don't have a chance to get any of the learning or any of the conversations. You don't get a chance to get any of that. So you just stay there, unless you purposely unwind it.

Second, the pusher-trougher mindset doesn't work, because people, they can smell that. And if you've been on a lot of rejections and you haven't cleaned up along the way and you haven't had insight and gone back out, the more that you push through that, the more desperate and frustrated you can become and the more that you smell like that in interviews. So the odor gets stronger and stronger. It's like an odor. It's like if you're feeling frustrated and needy, if you're feeling like that, if you're feeling frustrated, needy, desperate, you are going to give that off. And you don't want to but it's not something that we really can hide very well. It's like you're a mirror for what you're experiencing on the inside to what you're showing on the outside. And that is where I talked about congruence, is that's the 50% where you really need to be in congruence with what's inside is what's showing outside.

So you start to think that you need to change things, that you don't really need to change. You start to think that you need to be more enthusiastic or be more like this or be more like that, instead of doubling down on being more congruent with who you are and exploring more about who you are, what you want and what exact work environment you want. You really need to double down more on that. And people normally do the opposite. They're like, "Okay, well, they said I needed more of this. They said I should do this. My friends said I should act like I'm more enthused. They said I should smile more." Instead of just doubling down on who am I and why is that great.

I have tons of examples of this with clients because we bring out who they are. And so if you're quiet and thoughtful, then capitalize on that because that is useful and valuable. That's not going to be someone else. They might be very enthused and happy. And if that's them, then that's great, but you're going to be hired by the company who's going to appreciate who you are, but you got to know who you are, and so you don't want to start trying to be something else.

So that's why that mindset doesn't work. The push-trougher mindset, it increasingly, if you don't keep it in check, it increasingly gets worse. It erodes your confidence because you're like, "Oh, there's something wrong with me and why aren't I getting picked?" Instead of being like, "Okay, I didn't get picked. Let's look at this and let's get a new insight to move forward." And that's what the coaching does. This is what my program does. This is what we do, is we just help you to move forward really fast so you can move through these blocks really fast and you can see clearly exactly what was going on.

So the third mindset, the nonbeliever mindset doesn't work because you will live a small life when you really want to be living a bigger one. So you want an amazing aligned role that pays you well. Maybe you know what you want, but you don't think you can get it. There's tons of people out there who are living a life of not what they want right now and in their career, I mean. I'm sure they have what they want in other areas of their life, but in their career, they're just settling and it's because they don't believe that they can get it right.

And belief is a tricky thing. Belief has to be cultivated. It has to be grown. It has to be watered like a seed. You can't just all of a sudden make yourself believe from one day to the next. You have to plant the seed of the belief and be like, "Oh, I can believe that if I want to." And then you need to build evidence of it because if you've been building evidence against it, then you're going to be really good at that. That's just where your mind is going to go. You're just not going to believe it. So if you're in low belief right now, also not a problem. It just means you need to learn how to plant the belief seed and cultivate that belief seed and that's where you'll go then if you do that.

So they blame it on the economy or they think it's the market or they think maybe they need to go out and do something different and they feel helpless. There's nothing they can do. So you can't stay in a job, like settling. That happens all the time. It's like people say to me, "Well, I have to pay my bills and I

can't live. I just need to. I have to take this." And it's like yeah, sometimes you do, but you never have to settle permanently. You could just be like, "Okay, yeah, this is a temporary thing. This is what I'm going to do. I'm going to love it while I'm here, while also looking for my ideal situation." And that's what I'm really motivated to do. And that can be a completely viable option too. Lots of people do this but it's not necessary to settle. It's never necessary to settle.

So what's ultimately created, what ultimately happens if you continue down that mindset in one of these three categories or in a little bit of all three, is you get better at whatever you're practicing. So if you're in practicing fearful, doubtful, perfectionist thinking, you're going to get better at practicing fearful, doubtful, perfectionist thinking, and it's going to compound. So just like interest compounds, just like money compounds, interest is the best example, that's going to compound. And then a month of being in fearful, doubtful thinking, two months, a year, you're just going to be really good at being in fear and doubt and you're going to be less likely to move.

So we need to get to the bottom of that quickly and we need to course correct and then start to put you on the new path of possibility and openness and curiosity and exploring. Especially if you're new to this work and new to the tools that I teach, you're going to need to get familiarized with that and then you're going to be able to start taking action pretty quickly.

So if you're practicing pushing through despite no success, that's what you've been doing, if your mindset has been like, "Oh, I just have to push through. I just have to keep going, even though this is not working and it sucks and I'm frustrated. I just have to keep going and I just have to push through." If you're doing that and you're not getting clear, concise insights every time you do it, every time you have a failure, you're not getting some really clear insights after that. And I don't mean the insights from the feedback they give you. I mean the insights from your own brain with a coach, for example, or self coaching session. You're going to get really good at pushing through and potentially burn out because there's only so much pushing through that we can do.

So if you're pushing through throughout the whole process and you're like, "Oh, this is so tiring. It's such a slog. I don't want to do this." Unless something changes, you'll keep going like that and you'll keep feeling like that. Then those feelings will show up in the interview, and the way that you interview will be less powerful than it could be. Just pushing through isn't what we need to do, even though we're taught this. So pushing through means continuing to go forward, to force yourself to go forward with crappy thinking versus actually changing your thinking. So if you're in that nonbeliever mindset, you will probably just settle. And that's okay for some people, but I'm guessing that's not what you want if you're here.

So the alternative solution for each one of these mindsets is the fearful perfectionist mindset needs to learn to take imperfect action. They need to have grace with themselves. They need to understand that they need to talk nicely to themselves when they fail or when something doesn't go perfectly. And they need to celebrate every win along the way, no matter how small. They need to really teach their brain that it is safe to take action. Nobody is going to die. It doesn't matter if my action is perfect. I've done something. I've moved the needle forward. And then you need to have grace with yourself no matter what happens after that. You talk to yourself nicely. These are all things that I cover in my program that I help walk you through.

So you need to have that awareness that you're in the fearful perfectionist mindset first in order to do any of this. You have to have the awareness first.

So the second when you are in the frantic push-through mindset, the alternative solution is to take a step back and get into, purposely ground yourself in integrity and congruence with your own value. Connect with your own value. Connect with what you offer and what you want to do and how you want to add this value into the world and to what organization you want to add it. And then the other 50% is

learning that skill of communicating that value effectively in the way that they need to hear it so that they can understand it quickly and be like, "Okay, we want to move from we like you to we actually want to come in and give you a contract here."

So the third mindset, the nonbeliever mindset needs to intentionally work on believing something new. They need to want to raise their thinking into a new perspective, a new way to believe, and they need to want to wire themselves to believe that something new is possible. And they need to do that very intentionally.

And so the way that we solve for all of these is with a tool called the Model. So I'm certified in this tool called the model from the Life Coach School. This tool helps you understand what's going on and get to the bottom of where you are now and be able to see clearly and course correct to move yourself on to the right path. So the Model consists of five different categories, and I'm going to go through them quickly here to give you a quick overview. And then on day four, if you want to come, I'll coach you using this tool so you can see for yourself.

So the circumstance, which is the thing we don't change, that's the thing that doesn't change. So we can think about the circumstance is the economy. We can't change the economy. It is what it is. It goes up and down. It just happens.

Then there's your thought about the economy, and you get to choose whatever thought you want. Some people will choose the thought like, "Oh, in this economy, I could never get the role I want." You could choose that, or you could choose the thought of, "Oh, it's just shifted. There are different companies hiring now. How can I find out which ones are hiring?" In the pandemic, the first thing I Googled, what companies are thriving in the pandemic? A whole bunch of things came up. Super interesting. That's one of the big ways I was able to help my clients too. I was like, "Okay, well, let's steer them all to where the ... It's like if you're fishing, you want to go where the fish are. The fish have moved, so the fish are no longer over there. They're over here now." Not a big deal. We just course correct. So that's the thought you want to choose.

And then you'll notice how each of those thoughts have a very different feel. So if you choose the thought of, "Oh, I'll never get the job in this economy," versus, "Oh, the economy has shifted. Let's see where the fish are." Each one of those have very different feels. So if you're thinking the first one I mentioned, you might feel discouraged. You might feel disappointed. You might feel helpless. If you're thinking the second one like, "Oh, the economy has shifted. Let's see where the jobs are now." You might feel encouraged. You might feel curious. You might feel excited. It depends. It'll be different for everybody. And this tool is very nuanced. So when I coach you personally, you'll see how it works differently.

But each of those feelings is then going to create an action that you take automatically. So if your thought is the first one, if it's, "I could never get the job in this economy." You feel discouraged, disappointed. Then your action is probably going to be not apply, maybe complain about it, maybe post on LinkedIn about it, venting, maybe commiserate with friends and talk about it like, "Oh, this sucks, blah, blah, blah." Maybe you'll even surround yourself with just circles of other people who are like-minded if you're in that mindset and you won't even know you're doing it. That's just all you're going to see, is this economy is preventing me from getting where I want to go. That's just all you're going to see if you're thinking that thought.

Whereas if you just choose a different thought, if you think another thought or the people who do are going to be in a completely different space. They're going to do completely different things. So they're going to be like, "Oh, the economy has shifted." So one of my actions was what companies are thriving right now in the pandemic, for example? And then I'm going to get a whole bunch of new information, and then I'm going to list those companies and I'm going to be like, "What do these companies have in

common?" I just go down a way better path with just a different thought. Circumstance, the same, economy. And then the results are going to be different.

So if you're thinking the first thought of, "I'll never get the job in this economy," your result will be you don't give yourself a chance to get the job in this economy because you never go through the right model. You never put yourself through the right thought, feeling, action, combination, the cycle. If you go through the other one, then your result is going to be you find jobs that are great in this economy. You find them and then you're like, "Oh, I learned what they need. I learn how needs have shifted. I learned where my value comes in." And the result is you get the job in the economy, whatever it is. So it's just a different result that you create.

So why it works is the Model quickly helps pinpoint where your result isn't happening, why it's not happening, and it's because of a thought you're having. And then when the result you want isn't happening, there's a clear thing that's going on so you can pinpoint that. So what we do is we have an unintentional model, which is the model that you're just thinking on default. It's not your fault. You just picked it up along the way versus an intentional model where we actually course correct you and move you into that new model. And then we help you to ingrain it and practice it and go off into the world with it, and then it takes so much power, instead of the disempowering one that is not helping you. It's actually hindering you from going where you want to go.

So what's going to be needed for you to implement this is you're going to be needing to be willing to become more aware. And you're here already, so I hope you've gained some awarenesses here already today. But you need to be willing to be more aware of where you're at right now and explore your current mindset and be open to the fact that your current mindset might not be working for you. And just so you know, everybody has mindsets that do work for them really well. I'm sure in your role, if you're succeeding in a role, you got a mindset that makes you good at your job. Just the hunt, the job hunt or the changing or the uncertainty of that, you got a model that isn't working there. So it's just about finding the right model for you that's going to work. That's what coaching does.

So you're going to need to be willing to take on a new perspective, adjust your mindset, be open and coachable, and be wrong about things that you thought were previously facts. Because a lot of the time what happens is we're just operating on default on these models that we don't even know are not real. They're just things our brain made up and we think they're true.

And then the results that you create are the ability to pinpoint your own results. You're like, "Okay, I see why I'm not getting that result." This is the kind of stuff we talk about in my program. When people are joining on the Tuesday calls, they'll be like, "Okay, I saw exactly why I didn't get that. This is what I'm going to do next time. This is what I'm thinking now." And then they'll ask me for some feedback, but they can course correct themselves after they get skilled at this. And then they get into the role and then they're like, "Okay, now I want to do this next. The job offer is just the beginning."

So the results you create are you get to troubleshoot for any of your own problems. So not just when it comes to career, but anything else too. Other areas of your life you get to course correct and troubleshoot for those problems yourself. It's like a power that you now have. You become empowered and in control versus feeling like there's nothing you can do. A lot of people tell me it feels like there's nothing I can do. It feels like it's in the hands of whoever decides. I can't control who hires me. And that's a very disempowering way to think when there's so much more empowering ways to think because there's so much you can control.

And then the other result that's created is the ability to create a result on purpose and actually have the map to do it, actually know how to do it, and have the support to course correct and attract even better opportunities as you get more clear. So you're like a beacon, like a signal, and everything together that is going on inside your head right now is radiating out. So if you are not clear on exactly what you want, if

you're having fear and doubt, if you haven't processed your rejections, if you're not really sure you can get what you want, if you are afraid to take action, all that is pushing away the stuff that you want.

So in order to bring it in, and this is what I hear a lot of people saying too, is the opportunities that they attract, they end up being higher quality once they master this. It's like, "Oh, I didn't even know these companies that are interviewing me are amazing. They're way better than I had ever thought I would be able to get interviews with." So it's like that.

Throughout my whole career, I used to be very logical. I was totally just the actions. Just tell me what to do. I'll do it. And have evolved into the whole I do understand that there's universal intelligence, but I'm also very logical, which is why I love the Model, because the circumstance is clear. The thought you have about the circumstance is clear. The feeling you feel is clear. I can help you clarify that stuff if you're not super familiar with this work. But once you do get familiar, you'll understand, and it's super clear exactly how you create a result. It's not like wishy-washy like, "Oh, do this and oh, then try this." We know what you're thinking and feeling and why that didn't work.

Yeah. That's the workshop. I will be doing the live coaching on Thursday.

And now I'd like to invite you into talking about my signature program, the Six-Figure Curriculum. So I'm going to give you a little bit of an overview of that program and what happens in there. We go deeper on this and we course correct where you are now. So whatever one of those three you are, and I didn't see anybody say they feel like they're a different one. I feel like from working with hundreds of people on this problem, I feel like it's normally going to be one of those three. But if you feel like yours is different, please feel free to let me know.

So the Six-Figure Curriculum is my signature program, and we go through all this in depth, and you get personalized coaching from me on a weekly basis or you see me coach other people where you will see where their models were and then how they course corrected and how they went forward differently. The beautiful thing is, too, is I've been doing this for quite a while one on one and now inside the program. You can see the past people's coaching sessions where they got coaching from me and now they ended up on the podcast where they were sharing about their wins. So you can actually see that whole progress happen right in front of your eyes if you want to.

So I work with people personally inside the group, so it's like one on one but there's a group of us there, so we all get to benefit from everybody's breakthroughs, and it's all about getting into that role. Like I had mentioned, it's going to be 50% getting yourself aligned and congruent with who you are, what you want, the value you bring, really connecting you with that value. I call it you clean up your side of the street and then you show them their side of the street. So it's like there's a lot of stuff that's on your side of the street, which is going to be clearing up your doubt or managing your doubt. I teach you how to manage it. If it never goes away, that's fine. I still have doubt too. It's just a human brain thing, but I teach you how to use your brain to the best of its abilities in this department. So that's the 50%.

And then the other 50% is communicating in a way where they understand you, they understand what you can do for them, and you do it in a way where it's clear so they can like you and they can think you're great and they can want to work with you, but a lot of the times they still go with someone else. And the reason for that is because you haven't done the job of articulating to them clearly what they needed to hear from you in order to be like, "This person can do it for us. This is the person we want to hire. This is our choice." That's how you create demand for yourself, is by learning that skill.

And you have to let them know that it's safe for them to hire you, and that's a skill. It's the safe process. So this process have taken people through over and over and over. It's nuanced to you. Your own brain coaching is going to be essential. I've seen it and I will help you get unblocked with whatever it is the issue is that you're having. And what I mean is you can get into congruence with your own abilities and

yourself and that be the main part of the work. And then the other part is communicating it to them in a way that they feel safe and trust you and are like, "Okay, this is the person."

So the process starts with getting into congruency with your own abilities, like I mentioned. And we do that in the first module, which is the intentional self-confidence module. So most of us are currently, if you're not exposed to this work, you don't really know what's going on in your brain, which most people don't, is you're going to be destroying your confidence without knowing it. And you know if this is you or not. If you struggle with confidence, you'll know if it's you. There's no shame in it. It's fine. It's totally fixable. It's just a matter of training your brain in a different way.

So if you are in a toxic environment, this is a great example, if you're in a toxic environment and you have your manager breathing down your neck all the time, being like, "Hey. Where is that thing you said you were going to do? Hey, you did it wrong. Hey, I told you to do it this way. What are you doing?" If you are having those interactions daily, you're going to get really good at destroying your confidence because your thoughts are going to be like, you're going to be constantly fighting. Either you're going to be fighting thoughts of like, "Oh, I did it right. She's crazy." You're going to be fighting that thought all the time. Or it's going to be, "What if she's right? Oh, you're right, I am." Or you'll start to believe it, even if you know it's not true. If you're in an environment for a long enough time, you will start to pick it up a little bit. It's just human nature.

So that's going to be destroying your confidence versus if you're in an environment where your confidence is being built and you're focusing every day on what you do have and what you do know how to do and how you have done well and bringing you over to that side, then your confidence is going to increase. And that's just how it works. It is just science. So it's just like brain science. You either are decreasing your confidence or you are increasing it. And which do you think is better for your income, your mental health, your enjoyment, your experience of life?

Yeah. Beverly says, "Totally agree. And I had to dig out of that environment." Amazing. That's awesome that you did that. And I bet you still have some scars from that. It's normal that you would. Those things can always just hold us back a little bit without us even knowing it. So it's like if you're aware of some of it, that's amazing. And then you can even imagine how far you could go if you were aware of all of it and you dug it all up and you never had to worry about it again. Imagine how far you could fly. It would be amazing. A lot of people don't know. Yeah. So you understand what I'm saying. And I've been through the work too, so I can share that that experience with you and I'm sure we all can.

So you're either destroying your self confidence or you're building it. And if you're staying the same, it's just time you could have been building it. So it's important when you realize it, when you have the awareness, it's important to get started now. It's important to get started quickly so that you can start course correcting. And like I said, it has a compound effect. So the compound effect that was losing self confidence, you need to build that up with the compound effect of building it. It doesn't take as long to build it, especially with the tools that I use in my program. It doesn't take the same amount to build it than it did to erode it. It takes less time, but it's still going to take some laser focused precision and some focus on it.

So the second module, so that's the first module, is the intentional self confidence module where we purposely do that, and then the second module is going to be your resume cover letter. So I'll help you with all that. You'll have all the templates of my clients who have landed six-figure plus jobs, exactly the wording they used, how they did it. You'll have all of that, and I can help you tweak it. Anything you want, it's all included. So that's done.

And then the third module is about getting into the imperfect action, is about helping you with what actions to take, what mindsets are going to help you propel you forward into that imperfect action, how you can feel safe, how you can regulate yourself to be able to take that imperfect action and start to

gain momentum from taking that imperfect action and start creating some results for yourself right away. So that's module three, and that is creating opportunity, and that's all about creating the imperfect action and getting started. So it's getting that train moving if you haven't gotten it moving yet because eventually, you get it moving so fast, you can't stop it. It's just going. The amazing job and the prize, the prize you got your eye on, it's like a train. It gets going and once you get it going, it doesn't stop. It doesn't stop until it gets there.

Fourth module is about the interviewing process. It's all about the whole interviewing method, which I'm going to be talking to about tomorrow. So we're going to dive a little bit deeper into that. So join us tomorrow. It'll be the same time, same Zoom link, and we're going to go into the whole interviewing process tomorrow, but that's where the module is. So we go in depth in the stories, the stories that you tell, make sure your side of the street is cleaned up and then how you're presenting the stories, and I help you with that, what you need to be aligned and ready for that interview so that it doesn't involve hours of preparation. That is a myth. We do not need to prepare for hours. If you know what you're doing and you've done it before, you've done this role before, you have the confidence inside you. It's just a matter of finding those models that are going to work for you.

And then I provide you with a ton of examples of stories so you can pick and choose to see what's going to work best for you and how you want to present your information. And then you're going to be able to deliver that information to hiring managers in the right organizations that you want to be working for in a very effortless way. You'll be able to deliver those stories in an effortless way, and you'll have the confidence that you're saying it right. You're doing it right because you'll be congruent with yourself and who you want to be.

The fifth module is all about salary and how you will get aligned with the amounts you want to make, and I'm not just talking about short term. A lot of us are too short term. We're thinking about tomorrow or the next role. I'm thinking about your long term, so three years, five years, 10 years from now, how do you want to be thinking about how much you want to be making then? How much value you want to be adding? What are you going to need to do now? So I like to be very strategic in my decisions, and I want to help you do that as well as far as thinking long term for your career. And most of us are in the short term and, yes, we need to be in the short term because it's our next goal, our next thing that we're doing and that's great and we need to hit that, but then we want to make that decision now with the other decisions in mind.

So there are some decisions that you need to make, and we get to that inside the program. There are some decisions that you need to make in order to set yourself up for that future that you want and all the way to retirement. How much do you want to have at retirement? What do you want to be making, how much?

The next module is really exciting. It's an introduction to the maximum impact that you can have. So this module six is intro to maximum impact where you're going to be talking about what's happening after you get the offer and your maximum impact in your industry as somebody who thinks as a leader in your industry, a sought out person because really, the next job offer is just the beginning for you.

So imagine what it could look like for you if you know you're doing it right, if you're not in fear anymore, if you have that support to take action and you know it's going to be okay no matter what happens. You know you've got your own back. What it's like to be fully human and fully yourself and enjoy it, enjoy being yourself. To be able to offer value from a place of sharing your gifts with people, sharing your zone of genius versus feeling like you need something from them or feeling like you're dependent on them for something. There's an entire process mapped out inside my program to do this. We work on it weekly. We have wins weekly. It's a great place to be.

So if you're interested in checking that out, you can go to www.nataliefisher/start. And when you join right now, we are having a promo where I'm going to be doing one welcome call with you. So the call is going to be a power call. We're going to map your strategy. I'm going to tell you where you want to start in the program, depending on where you are, so depending on which of the three you're in today. We'll get you moving. I wouldn't wait any longer than you need to because the longer that you wait to get started on this, the longer is that you're not in your new role, the longer that you're not progressing, the longer that you are in your own head and not able to see what you can't see on your own or you would've seen it already. If you could do what you wanted to do on your own, you would've done it already.

And if you have done it already, great. There's a new level for you. There's a new level for you to explore. There's a new level of thinking for you to have. So if you're already in your new job and you're looking for the next level, that's awesome too. If you're looking to make your next transition, I wouldn't wait to sign up because it's going to get you to where you need to be. Your brain is going to be need to make those rewirings quickly so that it can start to integrate them into your life.

And then tomorrow, we're going to be diving into the whole interviewing method. And then the day after that, it's masterclass day so I'm going to go deeper into the whole full process. And then we'll do some live coaching and I'll answer some more questions about the program on day four. I hope to see you inside because the calls on Tuesday are fire and we're going to be supporting everybody who's in there. You get to see the support from everyone else too. It's crazy the quality of people that are in there. When you surround yourself with a group of people who are always succeeding and who are always upleveling their mindset, your mindset automatically gets increased as well.

And sometimes when I start scrolling on LinkedIn and I'm like, "Oh, everybody is struggling. They're having a hard time." If that's what you're seeing, your brain normalizes that. It starts to think, "Oh yeah, that's what happens. That's how it is." Inside my program, it is not like that. It's not struggle. It's not sad, sucky. It's like, okay, we're getting down to business. This is what's happening. This is why it's not working. Okay. What do you want to think next? How are we going to do it? And you move forward. So it's just a completely different field, different vibe at a different speed because the speed at which you move is so much faster.

All right. So if you did raise your hand today, come back on Thursday and raise your hand if you'd like coaching. Does anybody have any questions that they'd like me to answer?

Okay. So we have one question. How do I improve my English speaking skills? So there's tons of ways you can increase your English speaking skills. And I would ask you, what do you think the ways are? What would you start with? What have you done? Why don't you think ... And also, what's the measure? Have you improved them? What's the measure? How would you know that your English speaking skills are good enough? To me, I would be like you can be understood by somebody.

Another question, how to make up for lack of experience? So I would say, how much experience do you think you need to have and why? And I would look at the facts of that situation first. I'd be like, okay, how much experience do you actually have? How much do you think you need? What limits do you have in there? What limiting thoughts do you have in there as far as what you think you need and maybe what have you been told? And then have you gotten interviews? Have you presented yourself for interviews? Have you applied for stuff? I'm going to be looking for the facts first and then I'll be able to tell you exactly what's going on with you because I see that you have a belief that you don't have enough experience. So I'm going to need to find out whether or not that's true or not by gathering some more facts. So if I was coaching you, those were the things I would ask you. So feel free to bring that to the call on Thursday.

Some more questions. How can I stop vague answers in interview questions? Yes. So that's the 50% that I was talking about. It's like the 50% of you being congruent and aligned with what you do, so that's the clarity that you have within yourself, and then you're going to reflect that out with the specific that you need to tell them about. So it's like the 50/50. 50% is cleaning up all your stuff on your side of the street, and that will stop vagueness when you're clear and you're specific because right now, you don't have those specifics in your head. You're not focused on them. You don't know what they are. That's why you're giving vague answers.

So thank you for your comment. Thanks for today's workshop. I appreciate your summary of the three difficulties. I feel relatable. I recently made a career change and having trouble finding the second job, better job in this new career. I'll be sure to attend the three sessions. Awesome. And that's amazing. So you've already taken one step and now you're just on to the next step. Yeah, I'd love to support you, so please continue to show up for for the rest of those sessions.

All right. I think those are all the questions I had. You're welcome. You're welcome. Thanks for all your comments. Thanks for your participation. And I will see you tomorrow. Awesome, guys.

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.