Hey there, I'm Natalie Fisher. I'm a six-figure business builder, a mom of a two-year-old, the recoverer of a ten-year narcissistic relationship, and now in a super healthy one. And most of all, I'm a human who's figuring this out with you. This podcast is about how to use your mind to thrive in your career and create the subconscious breakthroughs that you need to get there. The subconscious blocks that you don't even know you have to achieving your highest levels of earning and your best zone of genius. moments and days in the flow. That is my goal for you. Let's dive into the episode. And before we dive into today's episode, I want to remind you that I'm the coach who is always going to point you back in the direction of your own wisdom. And so before we get started, I want to remind you, listen to your own wisdom first. This means listen to yourself first and me second and anyone else for that matter. Take what resonates and throw away what doesn't unapologetically. I won't be mad, I won't be offended, in fact I will be proud of you for doing so. Because I know from a lot of personal experience that anything is only as effective as the amount of resonance that it has within your uniquely built brain. And something is only going to work if it feels right to you and if you believe in it. Or if you want to do the work to believe in it. And that's what I'm here to help you do. Your inner wisdom is infinitely more valuable than mine when it comes to getting your outcomes and for what you are here to do on this planet. So I'm here to help you steer that wisdom in the most powerful way possible. I'm so happy you're here. I'm so glad you're here part of this. I'm so glad we're here on the planet at the same time. Let's dive into today's episode. There are four steps to ethically influencing somebody to hire you, especially when they have a lot of choices of who they hire. A lot of people have one or two of these steps down, but are missing the other two. And some people have them all scrambled and are doing them out of order. And that's why they're not landing the offer. If you're missing step number one, what'll happen is you can send a lot of resumes in, you can send a lot of applications into the void. You can talk to a lot of people. You can grind as much as you want. And it's a problem that's happening at the conscious level. not the subconscious level. The subconscious level is the way that people make decisions. Right now, as you're listening to me, you're hearing what I say, but you're making a subconscious conclusion about whether or not you like me or not, whether or not I resonate with you or not, whether or not I seem real or not, whether or not I'm an AI figure or not. You're making your own conclusions and they're not even conscious, right? You can bring them into the consciousness when you are aware of it. but most people are not gonna do that. They're just gonna make their decisions based on what they're subconsciously taking in. If you're missing step number two, what's gonna happen is you can list lots and lots of really good reasons why they should hire you, including qualifications, years of experience and background, and none of that will make any difference to them because you're missing the key ingredient on why they need to hire you. Step number two is going to... to set you apart and I'm gonna tell you what the steps are. If you're missing step number three, you will have people telling you how impressive your background is. They will say you have a really impressive background, we really enjoyed meeting you. They will tell you that it was a very difficult decision and that they had to go with somebody who was more culturally aligned or they will give you a BS answer that doesn't really tell you why they didn't choose you. And you will come to think of it as, oh I just was second best. If you are missing step number four, they will trust you. They will believe you. They will say, yes, this is the person that we need to hire. And then they won't get back to you. They will just leave it to the crickets to answer you and you will not hear back and you will wonder WTF. Now

you know what's gonna happen if you're missing one of these steps. Let me tell you what the steps are. In order, number one is congruence. You need to get congruent before you meet people, before you even go out there and do your interacting or your interviewing. You need to get congruent, not just in general, but with the value and the salary that you want to earn and why. You need to be very precise about this because what a lot of people do is they just say, yeah, I want to make this much money per year. It's just a number though. It doesn't really have any legs. or any rhyme or reason why it should be that. Some people will say, oh, it's because that's what the market is paying. That could be a reason, but it's not a very good reason. The biggest reason that actually gets you hired for the salary you want to make, and many of my clients, do this process so well that they end up not having to negotiate. They get offered the higher end of the range is that you have actually done inventory of the value that you'll bring and you feel very congruent about it. When you're in a salary discussion, you don't have to wait to see what their budget is. You are very clear on how much you want to make and why, and you know that you will return that to them tenfold. So that's one area of congruence that you'll need to work on within yourself before you'll have success going out there. and asking for that salary in return for the service, for the employment, for the time and energy that you will provide. The many areas where you'll need to get congruent, that is the one where I see people struggle the most. Step number two is rapport. So this one is actually one that most people are really good at. They're good at having a conversation. where it feels good and people like them. This is important, but it's not everything because we know we'll get that feedback where says, you were great, we love meeting you, but we want this other person. That means you have rapport. When we have rapport, they're open to seeing what else you have to say. They're interested in hearing what else you have to offer. Before we have congruence and rapport, their mind isn't open yet. They're not fully engaged with you yet. Step number three is exploration and expand. They need to be able to expand their mind to what you could do on the team, to what you're going to be able to bring to the table, to the infusion of different ideas and different concepts that you're going to be able to introduce. Because what they're looking for is for somebody to bring value. The way that you bring value is going to be with your new and different ideas. Once you've gotten to this point, now they're listening. Now they're interested. Now they want to hear more. Then number four is motivation to move quickly. This happens at a subconscious level. I have a process that I teach my clients where we can actually speed that process up. And it's necessary because people won't move unless they have a reason to move. The things on your Amazon wishlist, you're not going to decide one day, oh, I should go buy that on my Amazon wishlist. Unless an immediate need comes up and you need it right away. What you need to do in your interviewing is give them reasons why it's important that they move quickly, but you have to do it subtly. There's ways to communicate that without actually saying that. Now that they can see that, if you've done a good job of step number three, they will feel more motivated to move on that in a faster way than before. Let's define what these four steps are so there's no confusion. One is congruence. congruence is where you're aligned with what you're saying, what you're thinking, what you're feeling and what you're believe. We can tell when someone's not congruent and the best example of this is if somebody asks you how you're doing and you say fine but your face or your body language doesn't align with that, you don't believe them because you know that's not what they're putting out there. We think that we can cover this up but we will as humans be very, very good at kicking up on incongruent signals. They won't know

why. They won't exactly be able to say that or articulate that. They will just simply say, loved you and we thought you were great, but we went with another candidate. Congruence is number one for a reason. Number two is the rapport, feeling of a positive connection between two human beings. People who feel trusting of one another are going to listen to one another and be open to one another's ideas. Rapport has to come second. Number three is exploring and expanding what's possible. When you have congruence and you have rapport, you're able to explore and expand what's possible with this other person now, and you are open to it. You're engaged with what they're saying. That can't happen unless you're congruent and unless you have established rapport. When you get new information, and it's from a source you trust, your brain starts trying on new ideas. And that's when you get into that really juicy meaty discussion where you're able to create that exploration and expansion. Number four is motivation. Now that you've tried on some new ideas, you have been expanded with your thinking. Now you can be motivated to do something different. Now you can be motivated to move a little bit faster. Now you're going to feel motivated to make that. call a bit sooner because you see the possibility. We need all four of these steps in order to get someone to hire you as well as the process. This is the subconscious process that needs to happen before anybody can hire you. Then there's a tangible process that covers the entire job search and how you need to tangibly take action in that job search with the right mindset behind you to be able to create the result you want of a job offer. I go through that tangible process in my free training. You can get the link for that below where I cover the four steps of what's required in the interview. And this goes more into how you need to engage, what you need to say, how it needs to be communicated. These are the four things that run behind the scenes that need to be present in order for someone to hire you before you even get into the tangible stuff. Get the link below, sign up for that free training. and it's available to you immediately. These were the four subconscious things that need to happen for you to be chosen. They're based in psychology and how to ethically influence somebody to choose you over someone else. Hi, I'm Natalie, by the way, I'm a career breakthrough coach. And the reason I do this work is because there's so much behind the scenes that nobody is talking about. People are telling you, you have to change your LinkedIn header. You have to change your resume. You have to change the bullets on your resume. It's very easy to get a step-by-step process. Yet if the step-by-step process worked, then everybody would have high paying jobs. There's so much behind the scenes that goes into creating a result like this, especially in such a competitive marketplace, that somebody needs to be talking about this. And I do believe it's why my clients are getting such high results is because they are applying these things. They're applying the mindset, structures and frameworks that I teach them behind the scenes. So they are not just relying on the external activities. If you just rely on the external activities, I don't have to tell you that it is a grind and it is hard and it feels like you are invisible and it feels like it is not working. And there is a reason for that. If you like this video, click the link below and get the free training right away. Or I will see you in the next video. Give it a thumbs up if you liked it, thumbs down if you didn't. Subscribe to the channel. I look forward to meeting you. My name is Natalie Fisher, Career Breakthrough Coach, and I will see you in the next video. Bye bye.