



# *The Inner Game of Job Search*

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# Job Search Stats

- Average job search takes 16 weeks
- Average of 17 minutes per day on job search!
- 1 hour per day actually engaged in job search out of a 40 hour week – that leaves 80% of the time to think about it!
- Job search is mostly an “Inner Game”
- Greatest challenge is between our ears!

# Why is this a big problem?

87% of Americans dislike their jobs.

33% of Americans hate their jobs.

25% of employees view their job as the #1 stressor in their life.

70% of people are not motivated to perform the basics of their jobs.

72% of people work without enthusiasm or passion.

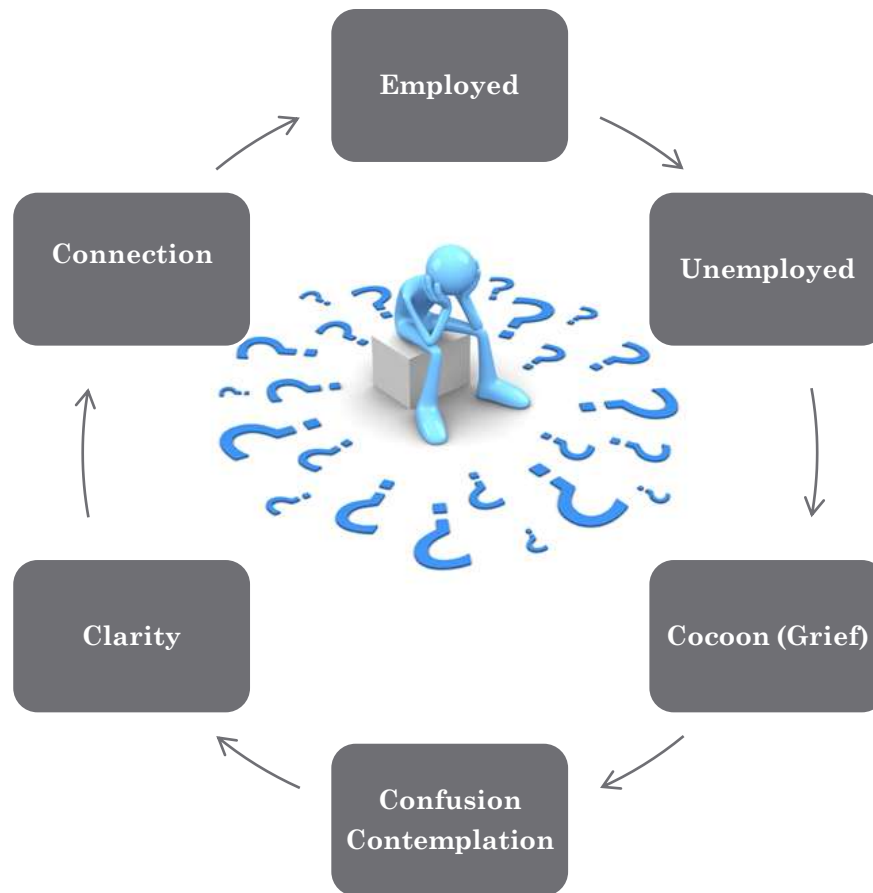
71% of hourly, nonunion employees are currently looking for new jobs.

67% of Americans labor in the wrong career field.

41% of Americans live from paycheck to paycheck.

Source: "Caught Between a Dream and a Job" by Delatorro McNeal II.

# Employment - Unemployment Cycle





# How Do We Think?

Inputs:

Keyboard, CD-ROM,  
flash drive,  
microphone, internet  
downloads



Outputs:

Plasma or LCD  
display, sound card

Virus →

RAM

Hard Drive

Operating System

Inputs:

Our environment

Limbic system – six senses

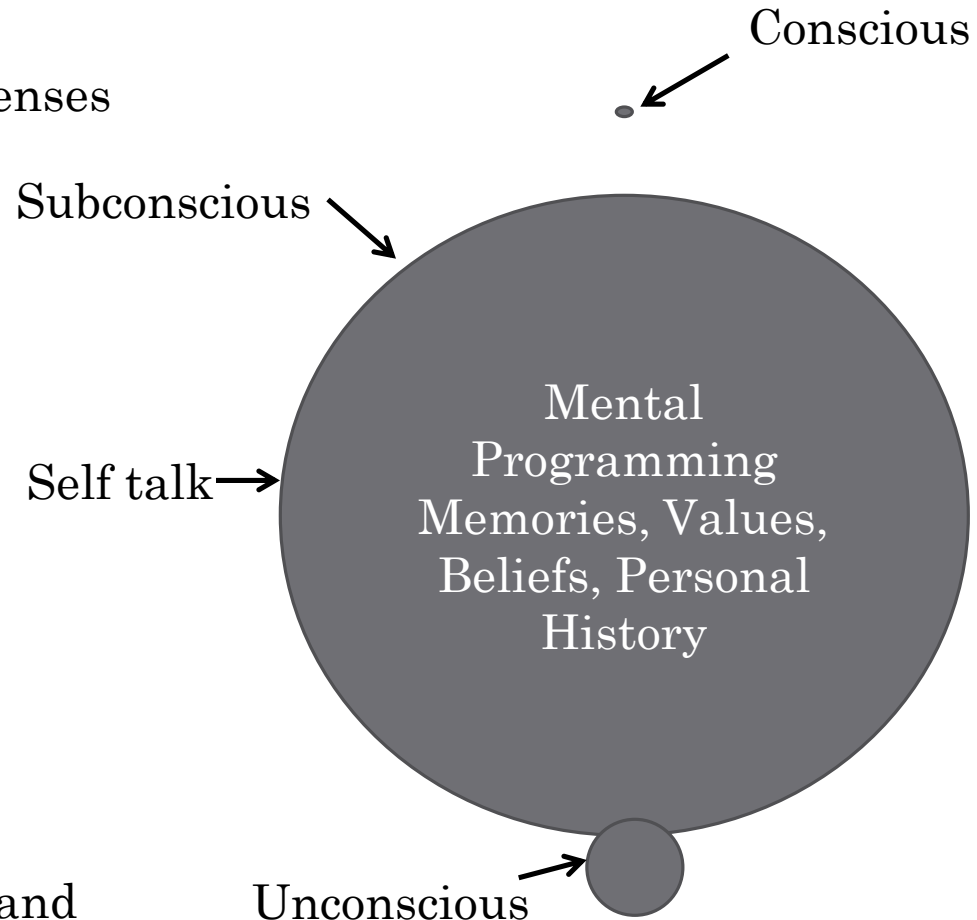
Digestive system

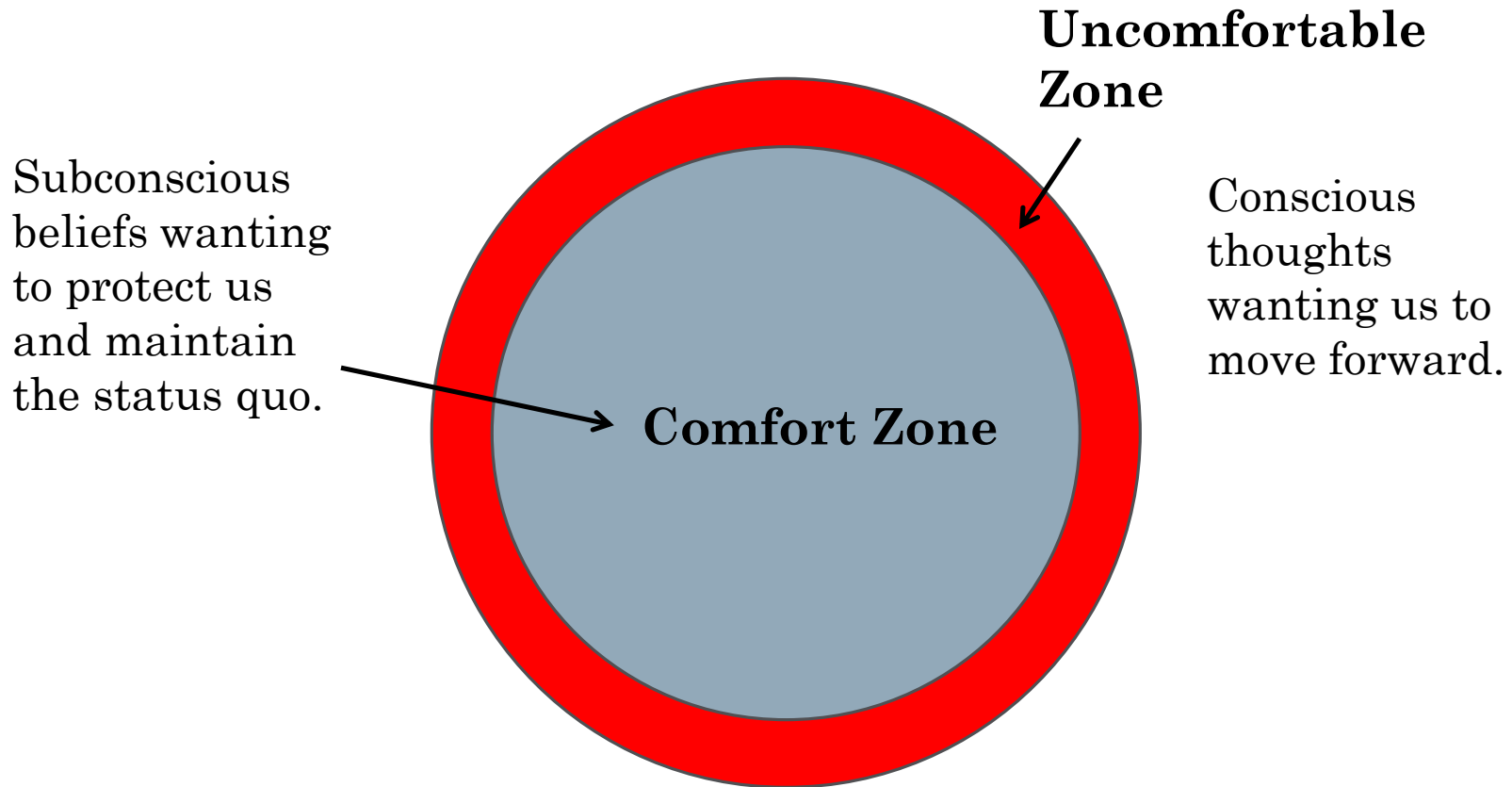
Self Talk



Outputs:

Voice, body language and gestures, physical movement



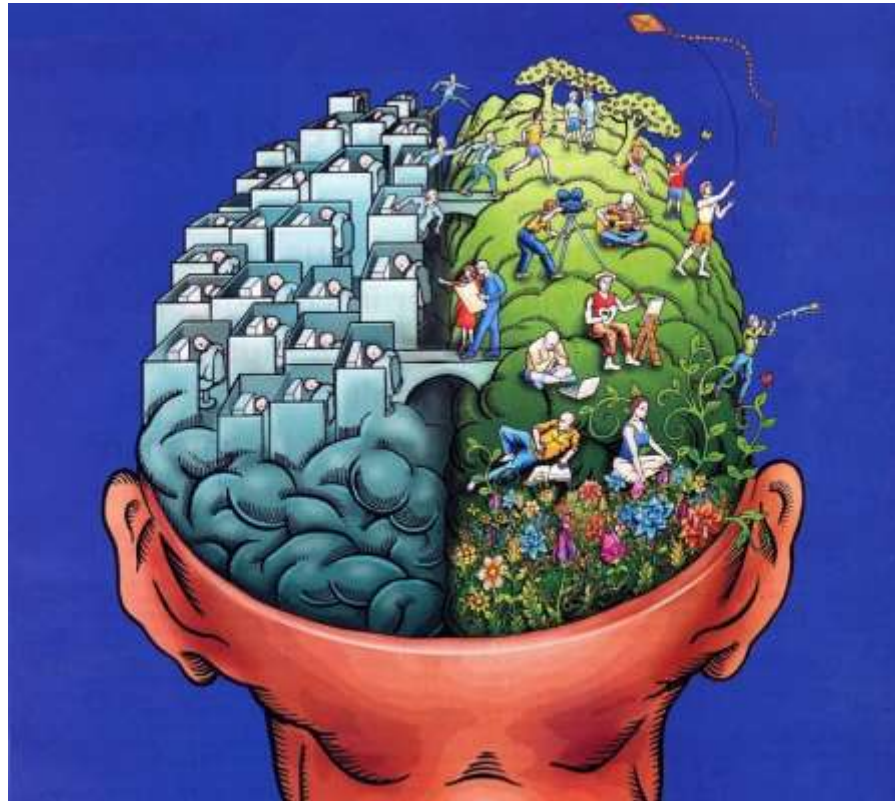


The comfort zone wins over 80% of the time, leaving us stuck where we are.



## Left Brain

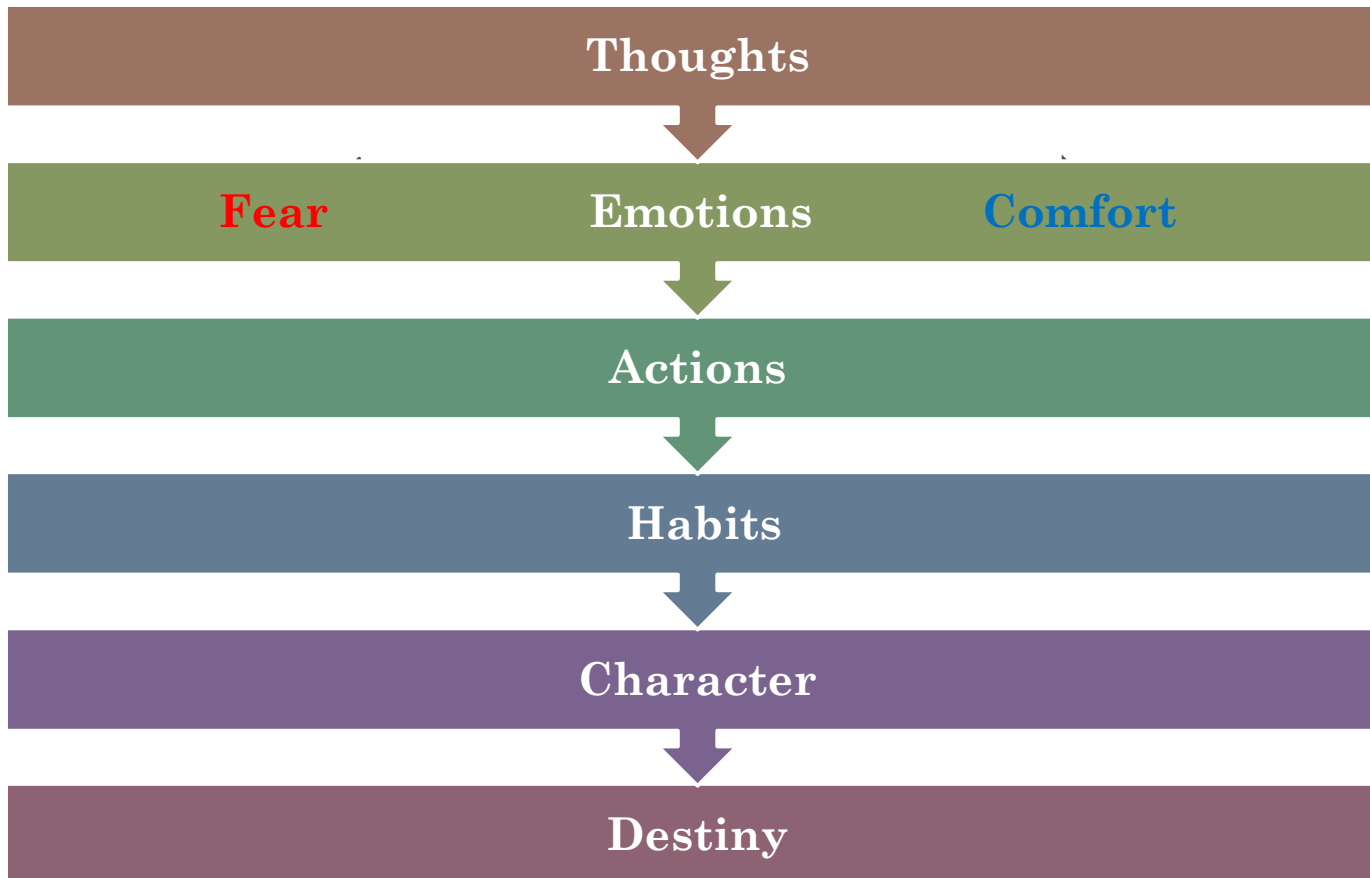
Logic  
Sequential  
Rational  
Cautious  
Belief based  
Unemotional



## Right Brain

Random  
Experimental  
Irrational  
Explorer  
Dreamer  
Emotional

# The Inner Game Process



# The Inner Game Process

- We have approximately 60,000 “thoughts” per day.
- At least 70% of these same thoughts occur everyday.
- These thoughts are stored in our subconscious – which contains all of our past memories and experiences.
- Subconscious memories create emotions which motivate our behaviors and actions. They become our habits!
- What happens in our job search when those memories produce negative or fearful emotions?

# How Habits Impact Job Search

- Our habits change when we become unemployed.
- Our character is the net difference between our good habits and our bad habits.
- What are our “good” job search habits?
- What are our “bad” job search habits?

# The Inner Game Process

“If things don’t change in your life today, the story of your future will sound just like the story of your past.”

# Subconscious Inner Programming

- 148,000 “No’s” by the time we are 18
- 60,000 to 70,000 thought inputs per day
- 500:1 ratio of negative inputs to positive inputs
- Have you had your 130 negative thoughts today?
- What impact do negative thoughts have on your job search?

# Subconscious Inner Programming

Excuses be gone!

Wayne Dyer

- “I’m too old.”
- “All I get is rejection, and frequently not even that!”
- “I don’t have the (time, energy, money).”
- “My family won’t support me.”

# The greatest mental barriers to successful job search are:

- Lack of current job search knowledge
- Lack of focus – perpetual scanning
- Excuses
- False expectations
- Fear & negative thoughts
- Frustration leading to impatience



All of these come from memories stored in our subconscious. They are like a computer virus that can slow down or end our job search – if we don't take actions to neutralize them.



# How We Think About Job Search

**We don't think about job search as it is.**

**We think about job search as we view it.**

(Through our own set of subconscious beliefs and filters.)

Our filter  
Our beliefs  
How we see it.



Employers filter  
Employers beliefs  
How they see it.



Now

The past

The future



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Regrets, mistakes,  
guilt

Worry & hope

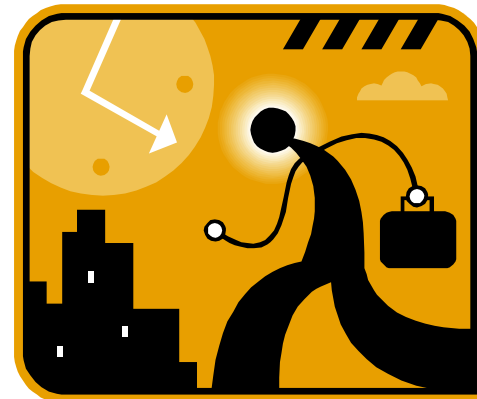
The past resides in  
the subconscious  
mind

Forgive, let it go and  
move on.

**Focus on what you  
can do “now” to  
create the future  
that you want!**

# The “Time Trap”

- The less time you have to find work, the more likely you will settle for work that is less than satisfying.
- Then you become one of the **71%** of hourly employed workers who are actively searching for work elsewhere.

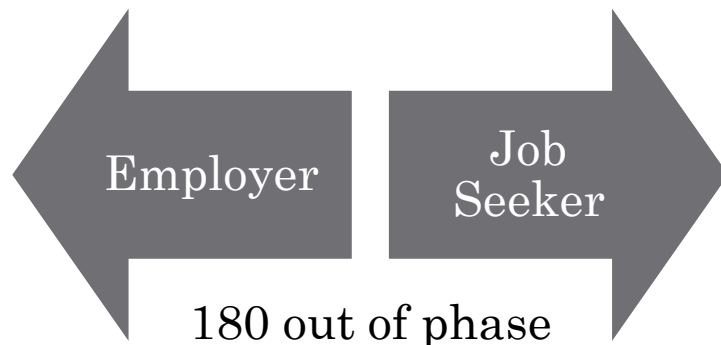


# Job Search Strategies

## Employer

- Known candidate 75%
- Created position 5%
- Applicant pool 20%

(applicant pool includes internet and recruiters)



## Job Seeker

- 80% search internet for job openings (reactive strategy) to become members of the applicant pool.
- 15% become “known candidates” (using proactive strategies).
- 5% create positions by proactively pursuing problems and providing solutions for employers.

Using the “creative” approach to job hunting, doing homework on yourself, knowing your best skills, targeting organizations using those skills, using your personal contacts to meet the person who has the power to hire you, before they post the job.

86% effective

Proactive

Using the internet, looking for work on job search engines.

1%-5% effective

Reactive

80% of job seekers use reactive strategies – resulting in longer job searches!

What stops us from using proactive strategies in our job search?

# To Promote “Inner” Health

- Be aware of what you are thinking (Meta-Cognition)
- Control your mental programming
- Positive self talk and gratitude, make it a habit every day (best in morning)
- Exercise (at least five days a week)
- Nutrition (eat healthy to nourish your mind)
- Stress response – meditation - not medication.



# The Relaxation Response

- Dr. Herbert Benson
- Breathe from your diaphragm
- Inspiration, then take twice as long to exhale, repeat
- 5 minutes to relax and enhance blood flow to the brain

A man in a dark suit and tie is climbing a long, silver metal ladder that extends from the bottom left towards the top right of the frame. He is carrying a dark briefcase in his right hand and looking upwards. The background is a bright blue sky filled with soft, white clouds.

# The Four “Ups” for Job Search

No matter how you feel.....

1. Get up
2. Dress up
3. Show up
4. Never, ever give up!



# Questions or Discussion?

## **The Inner Game of Job Search**

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