



The Inner Game of Job Search

2018 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.

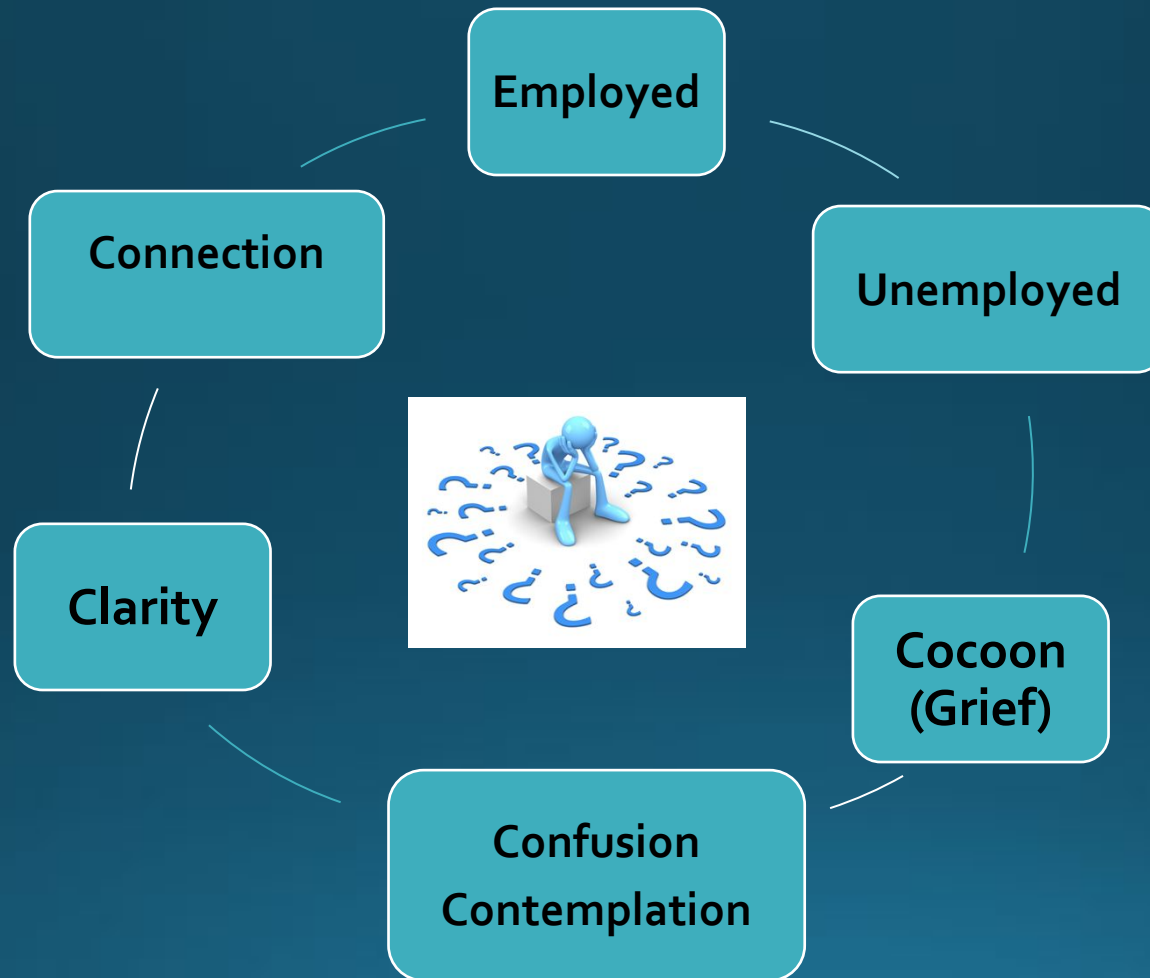
71% of hourly, nonunion employees are currently looking for new jobs.

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:

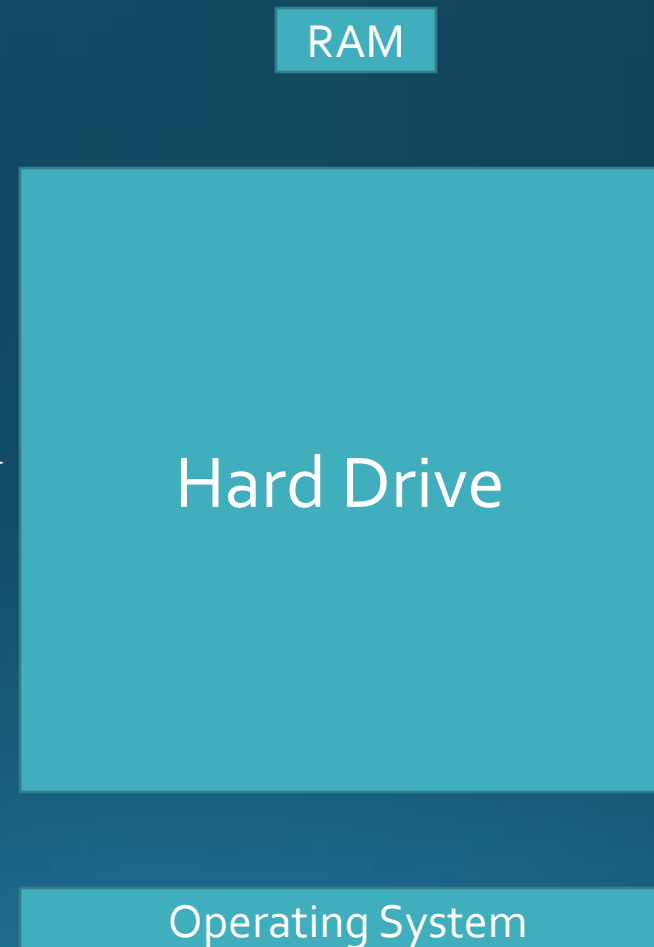
Keyboard, CD-ROM, flash drive, microphone, internet downloads



Outputs:

Plasma or LCD display, sound card

Virus →



Inputs:

Our environment

Limbic system – six senses

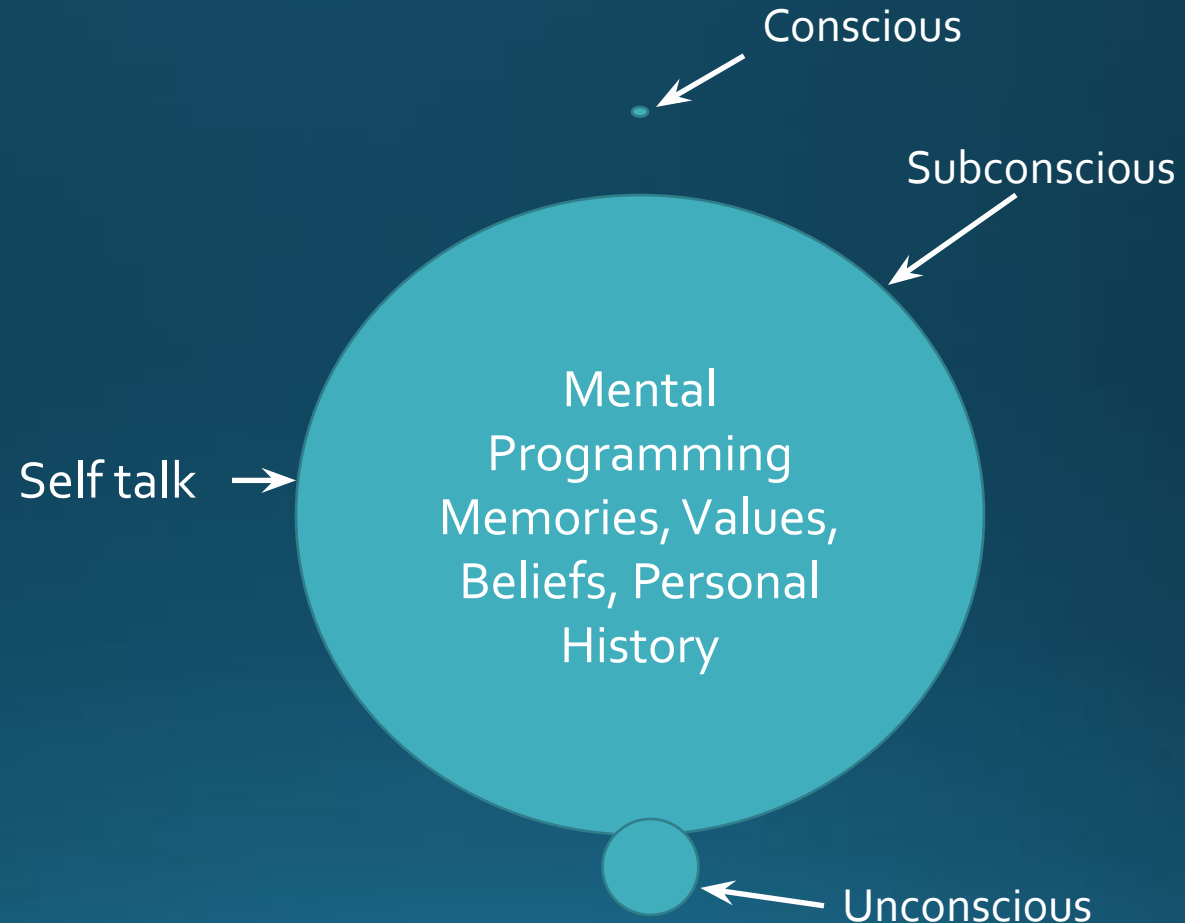
Digestive system

Self Talk



Outputs:

Voice, body language and gestures, physical movement

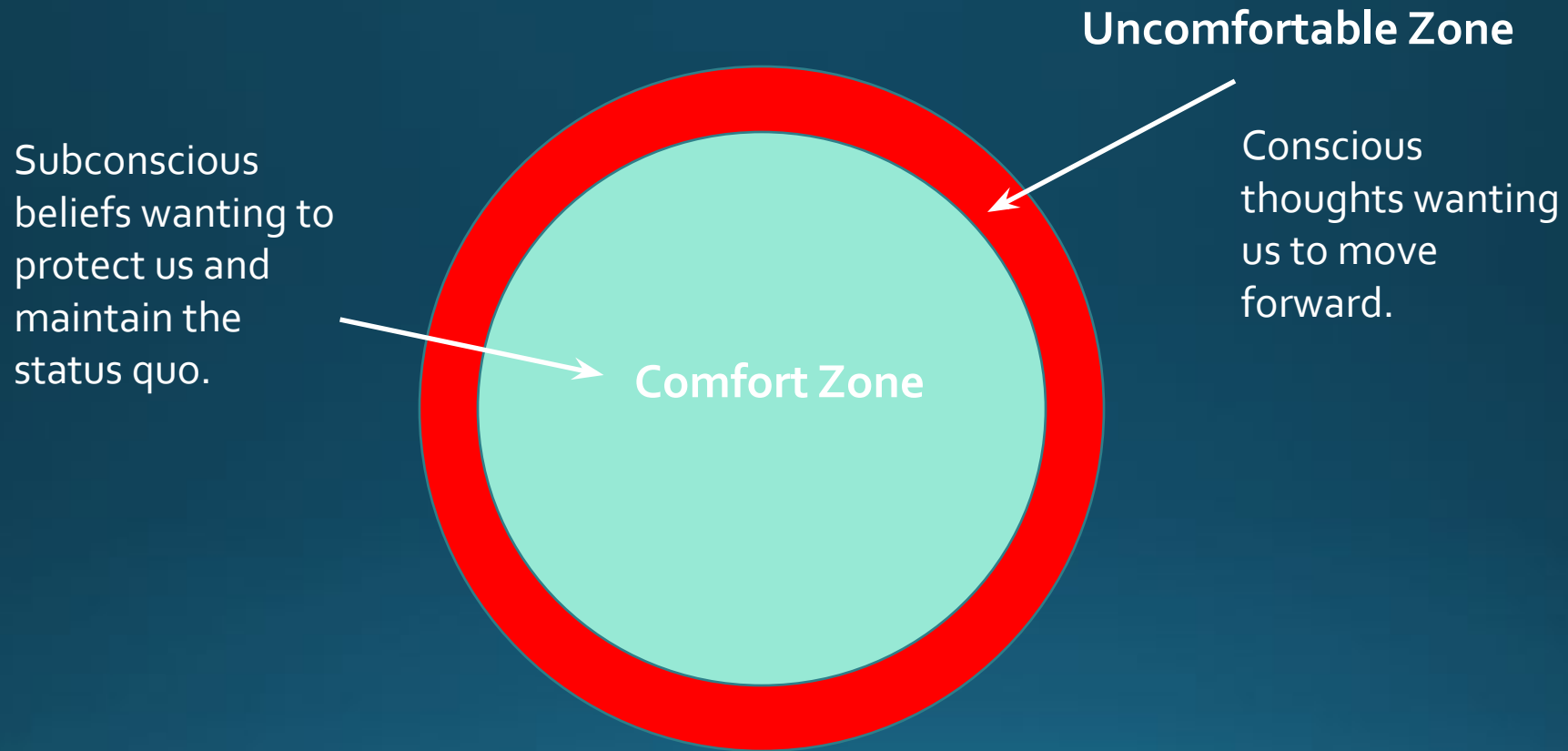




Conscious Mind

Subconscious Mind

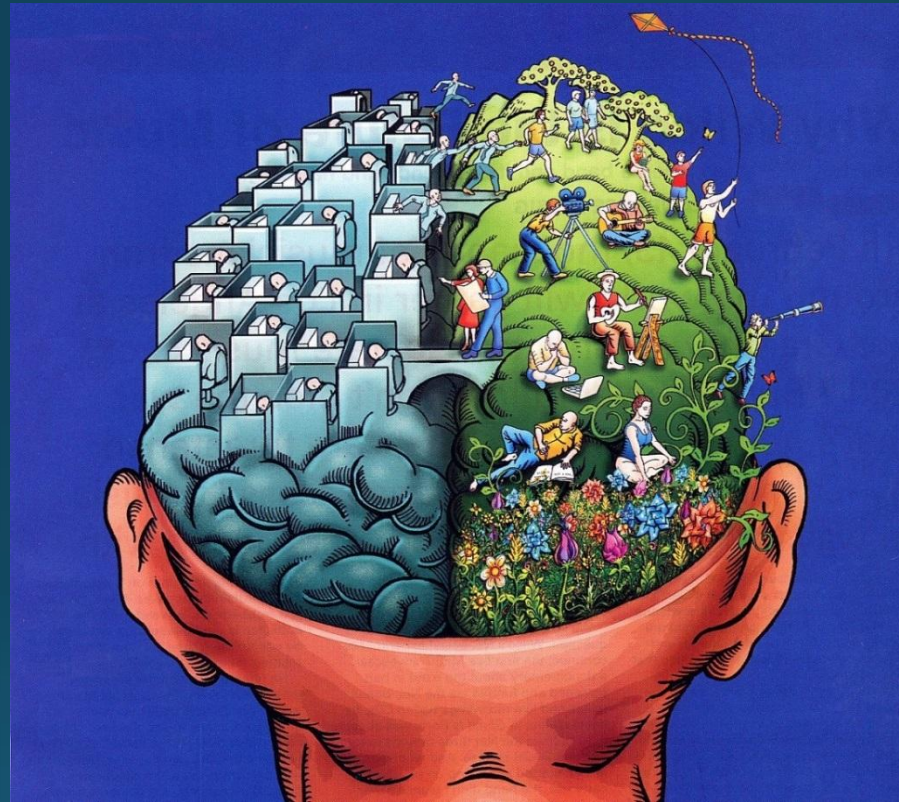
All meaningful
decisions are made
on the subconscious
level!



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

Left Brain

Logic
Sequential
Rational
Cautious
Belief based
Unemotional



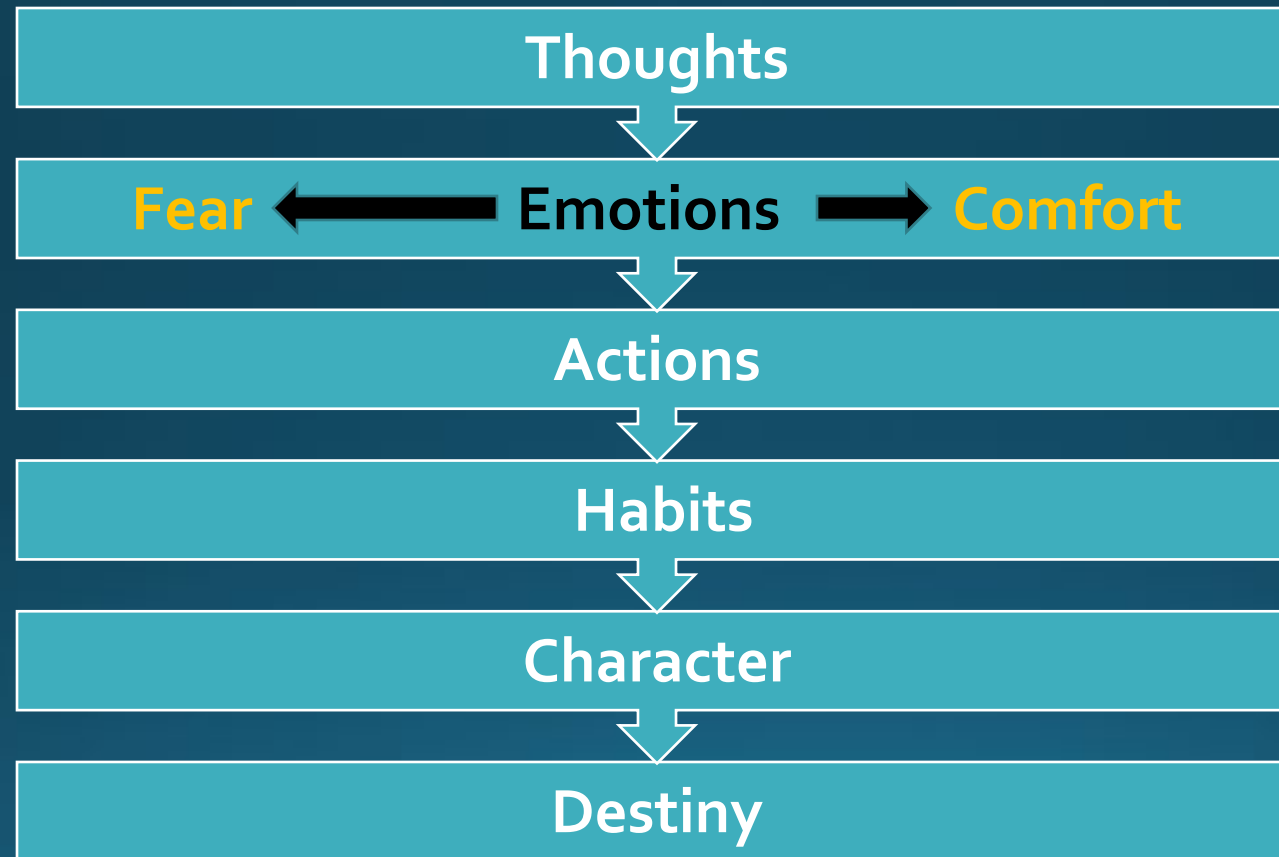
Right Brain

Random
Experimental
Irrational
Explorer
Dreamer
Emotional

The Inner Game Process

- 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?

The Inner Game Process



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

“You cannot change the past. But starting today you can change the outcome.”

Excuses be gone! By 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.”
- “They never respond to my applications!”

Are these facts or opinions (excuses)?

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.)



Now

The past

The future



Regrets, mistakes, guilt

Worry & Anxiety

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.

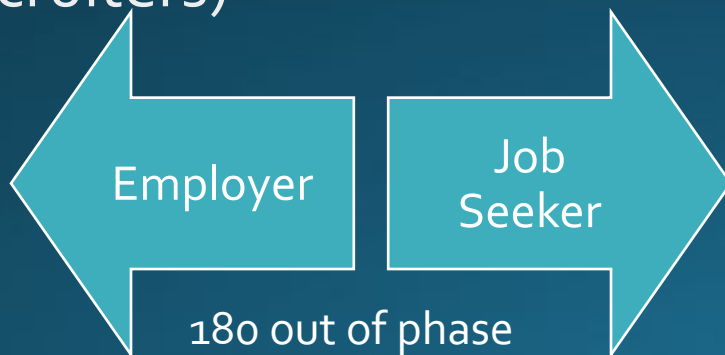


Job Search Strategies

Employer

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

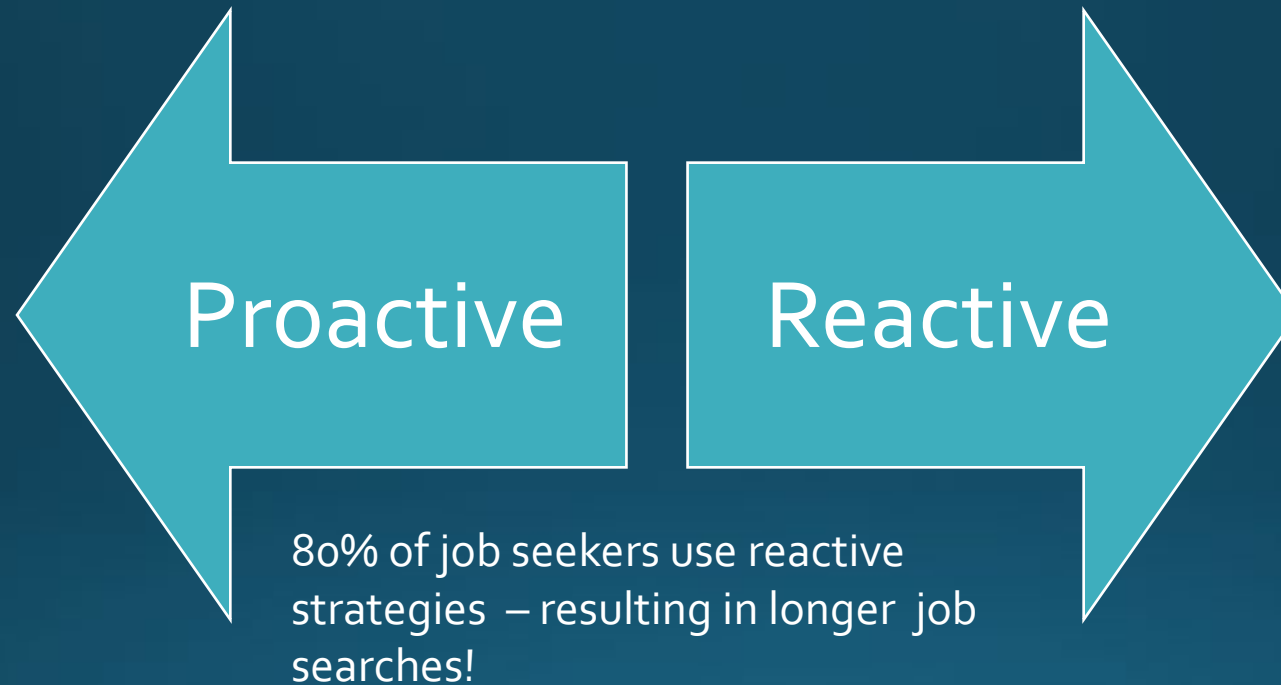
(applicant pool includes internet and recruiters)



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.

Job Search Strategies



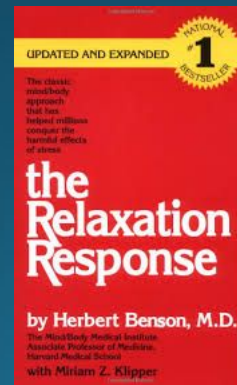
What stops us from using proactive strategies in our job search?

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



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!



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