

## **Is the Job Search Getting You Down?**

*by Matthew Levy, President, Results Management Group  
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The job search doesn't have to get you down. Actually, it is an opportunity for you to be extraordinary, because you are, even in the face of the circumstances.

It is common for even experienced business school grads to get the blues if they don't have a job right out of school. There is the common experience of not knowing what is next and possible anxiety about not being able to take care of one's own financial needs. There is also an experience that is particular to business school grads and even more particular to Thunderbirds, which is, forgetting how very special you are and how much you have to offer the company that is lucky enough to hire you.

Rajesh Grover is a Thunderbird MBA who was born in India. We met recently to discuss his difficulty with the job search.

Rajesh had lost touch with his own power and capacity to contribute to a corporation and as a result was having a tough time. He forgot how powerful he is and as a result, was desperate for anything, shooting way below his capacity, and not getting offers. Rajesh, like many of you, was an amazingly accomplished professional before he ever went to business school. Before Thunderbird, Rajesh had four years of corporate treasury experience with Toyota in India. He also earned a master's degree in Finance. This guy had more experience than most grads and he was not being powerful.

He shared with me what it has been like for him to look for a job after graduation and we shared a very powerful conversation about who he was being looking for a job. He learned some things in the conversation that many Thunderbirds can benefit from. Rajesh learned what it means to be responsible for his value and for communicating it powerfully. Here is what he wrote to me after our conversation:

My search has been going slow. I had been getting interviews and fly backs but there have been no concrete results. I have been looking out for new jobs for close to six months now. My plan was to get a job relating to finance in any organization (small/big...anything!!). My thinking was just to get any finance-related job and start making money. I guess I have been feeling low about myself and my self-esteem, before I spoke to you. I was getting a feeling that I am not that useful because no company is seeing my potential.

After the conversation with you, I felt unstoppable. I felt a big change in my thinking about myself and the job search. I felt more confident. I felt that I am no longer a beggar asking just for a job. I knew that I have great skill and knowledge with which I can make a substantial contribution to any organization. My self-esteem rose...I suddenly felt better about myself. I no longer felt like a helpless guy needing just any job. I felt that I am out there to make a big impact on an organization. I am going to make a substantial contribution and it is up to a company to utilize my skills and benefit. Now, if I am not able to get more interviews (or not able to convert interviews into jobs), it's because I am not communicating effectively about my potential to prospective employers. The outside world is just a reflection of our attitude. A positive attitude is really empowering.

Over the past week or so, I have been approaching companies differently. I am taking responsibility for communicating my greatness to these companies. Overall, positive thinking has made me more confident in my approach.

The shift that Rajesh experienced is going from being/acting like a new graduate who would be lucky to get any job, to being an accomplished international finance professional with two master's degrees and four years of multinational corporate treasury experience, capable of making a company millions of dollars. Which Rajesh would you rather hire? This shift is huge and you can all do it. All it takes is being responsible

for your accomplishments of the past, and for the value that you have been trained to create.

What I want everyone who is looking for a job to get is that you are extraordinarily capable. You have an education, accomplishments and you have done relevant, practical work that makes you capable of providing significant value to an employer.

So, **how** are you willing to **be** in the matter of your career, such that when you are **being** that, others get that **that** is how you **are**? I know; this is not easy to digest. So, read it again very slowly until you get it.

Companies want extraordinary people like you who know what they are capable of. Companies don't want extraordinary people who are afraid to be extraordinary, who drain other people's energy, and who need to be reminded of how great they are. Be the extraordinary person that you are, so that it is the only way people can possibly see you.

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