

Avoid Making These 7 Common Job Search Mistakes

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Okay, so we're human, we make mistakes – but when we make mistakes during the job search process, sometimes that can be fatal and dash any hopes of getting a job offer. Here are 7 common blunders that job seekers make.

1. Not trying hard enough. You may have heard that looking for a new job is a full-time job. Treat it like one. Do your homework about companies you are interested in. Check LinkedIn for company information, recruiters, and jobs. Make sure your career documents (resume, cover letter, thank you letter, LinkedIn profile) are up-to-date. Engage with your network.

2. Trying too hard. Recruiters and hiring managers can smell desperation a mile away. Trying too hard can be perceived as being too slick, or bragging, (all about you). Job search strategies should start with building relationships and tapping into the contacts you already have. Nurturing these relationships for future job searches is key.

3. Not asking for help. What is it costing you not to ask for help? How much money are you losing each month because you are unemployed? By investing a little time (and sometimes a little money) you can get advice and insights from professionals that could help you expedite your current efforts. Trusted friends, former bosses or co-workers, alumni groups, and networking groups can also be beneficial to your support team.

4. Not realizing your value. We are our own worst critics when it comes to evaluating ourselves. The value of a candidate to a recruiter is how much do they have to pay for your skills and experience, driven by supply and demand – how many people do they currently have in their pipeline to draw from? To know your worth, be sure you understand the job requirements and a range of salary that goes along with a job of that caliber.

5. Blaming others. Company downsizing, job elimination, whatever the reason –blaming the economic times or other people won't fix the situation. Employers want to hire people who have a positive attitude and if you appear to have a chip on your shoulder, they will be reluctant to hire you.

6. Negotiating salary too soon. Most of the time hiring managers and recruiters will ask a salary question early in the interview process, however, salary should not be open for further discussions or negotiations at that time. Save those talks for later in the hiring process when you and the company determine you are a good fit for their organization, and have been offered the job.

7. Waiting for unemployment to run out. Set up your career action plan and job search strategies as soon as you become unemployed or sooner if possible! You never know how long it will take to become re-employed (and usually takes longer than expected), so start right away!

We've all made one or more of these mistakes at one time or another in our careers. Don't let these mistakes interfere with your job search.

Source: www.chapmanservices.com