



## Over qualified

Is this something you have been hearing a lot recently? Well a growing number of people have been.

And yet they do not stop to reflect upon why this keeps happening to them. They tend to want to appropriate blame or a lack of understanding in the skills and experience that they can offer an employer.

What does this mean to you? And how do you respond? These are two key questions that you need to ask yourself and gain some clarity.

How do you react to the message that you are over qualified for a particular opportunity.

Do you just blow your stack and rant throwing your toys out of the cot already.

How do you respond?

Suck in some air , draw a breath , sigh and relax.

Now have you had time to reflect on what was your initial reaction to being described as over qualified for the job.

If this is the case and for a lot it is! It's what I call the Lemming Process where people follow blind orders. It's like faulty logic or a loop which just keeps being repeated. It's insane.

The results of these actions cause anger, frustration and ultimately leading to an erosion of your confidence and self belief.

Therefore ponder the following:

What is the level of position being recruited?

What is the salary on offer?

Are my skills suited to the role?

Have I worked at more than 2 levels above this role?

Why am I applying for this role?

Yes, I believe that my skills match what the job requires. Then apply for the job.

But do not be surprised if you get the reply that you are over qualified. If this happens it means that you need to be more honest with your assessment.

However if you get the job how long will you stay?

But back to the dilemma that you are trying to get through. Keep it simple and direct. Isolate the issue and resolve what you can. Repeat the process and rinse.

Maybe what makes more sense is to become more discerning about what you apply for.

Start to research and target the roles that realistically match your skills and experience. This will reduce the chance of rejection, and increase your % chances of success.

Surely this is better than the Lemming Process, where you blindly follow orders even although you are going to your death. Why would you do so?

Courage and belief is required to follow an order but it may not always achieve the desired outcome.

Can courage not be placed in a better and more positive use? Honesty and integrity attract courage.

Therefore target those jobs you can reasonably do. Go for a stretch rather than a challenge as it is more likely to be achieved. Small steps at a time will get you there.

Challenges ahead are to position yourself correctly. This requires honesty, openness and integrity.

Start by trying to put yourself in the employer's shoes. Would I hire me for this role?

Yeah right ! Faulty logic and heavily biased thinking, does not help you through the process of trying to secure a job. .

Good luck in gaining that job. Remember that for every NO you are one step closer to a YES.

**Refer to other Blogs on :**

**CV**

**How to Identify the Right Job**

**How to Impress an Employer**

**Picking a Referee**

**Negotiating an Offer**