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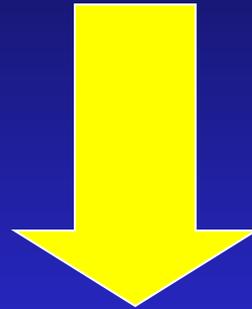
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Success for the Seasoned Search – The Benefit of Being Overqualified



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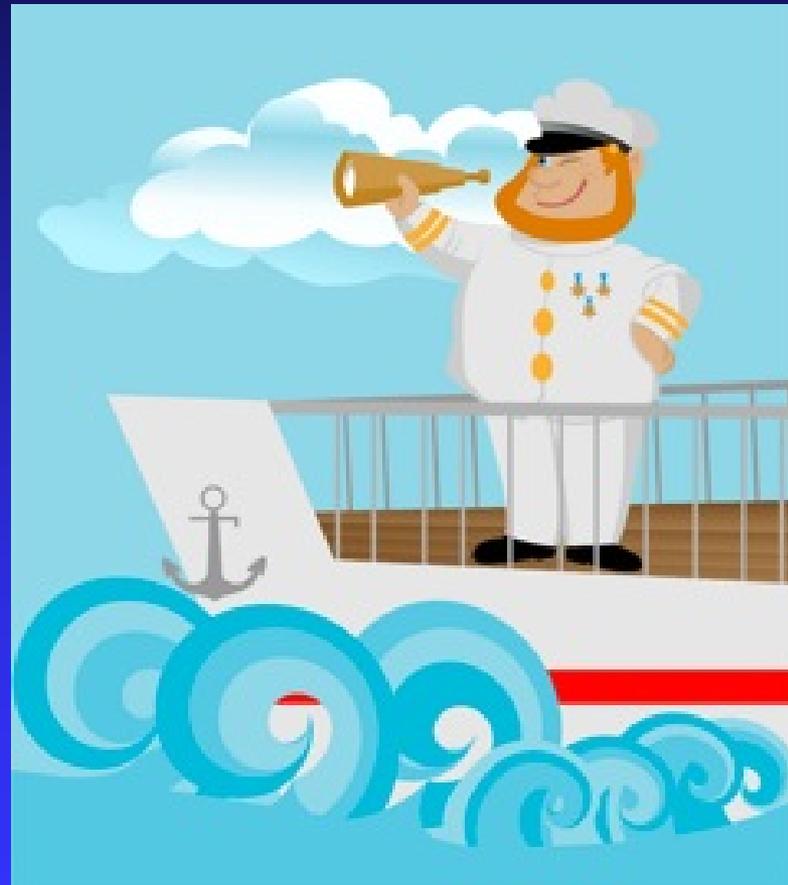
Abby Kohut



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One Million Job Seekers

Be The Captain of Your Career



“Overqualified” Defined

- Too much experience
- Too much education
- Higher salary requirements



Why wouldn't an employer
want to hire a candidate
who is more highly skilled
than the job requires?

FEAR !!

Why The Concern?



- You will be bored sooner
- You will leave for a higher salary
- You will leave for a higher title
- You will not be proud of your “Plan B”
- Your self confidence will be low
- You will resist taking direction from others
- You will not being fully engaged
- You will have a “been there done that” attitude
- You will be a threat to your colleagues & manager
- You will want to/need to be promoted quickly
- You will lack enthusiasm
- You will keep looking

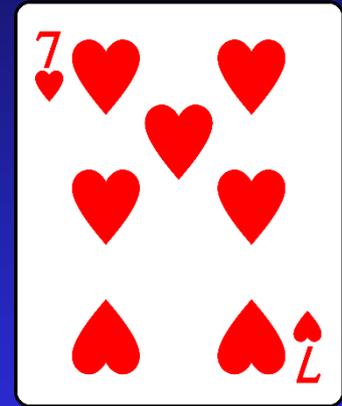
Overqualified



“Absolutely qualified”

7 Benefits of Hiring an Absolutely Qualified Employee

- Dependable, reliable & mature
- Loyal & professional
- Shorter learning curve
- Proven track record of success
- Strong writing & business ethics
- Problem solving / broad range experience
- Works with different personalities



Develop your 2-part strategy

- 1) Use your resume and cover letter to explain *exactly* why you are interested in THIS position
- 1) During the interview, elaborate on why you are “Absolutely Qualified”



*Being overqualified is
correlated with age yet
is not caused by age*

Absolutely Qualified Resume

- Amount of years to list??
- Avoid mentioning # of years
- Graduation dates ??
- Omit numbers of direct reports
- Add social media links
- List current technical skills
- List recent coursework
- Emphasize accomplishments & results



Absolutely Qualified No-Nos

- Do NOT omit dates altogether
- Be careful when downplaying experience
- Be careful about omitting degrees
- Do NOT lie about or omit your titles



Weird and Wacky Titles

- Resultant (Consultant)
- Manager / Coordinator / Specialist
- Chief People Officer
- School Liaison Officer/Exceptional Family Member Advocate (Program Coordinator)
- Vice President / Director (Head of)



Who's Hiring People Over 50*?

- Airlines
- Utilities
- Insurance
- Healthcare
- Retail
- Higher Ed
- Financial Services
- Pharmaceutical
- Aerospace
- Defense
- Food & Beverage
- Consulting

** According to AARP & Retirementjobs.com some employ >39%*

Work Your Network



Volunteer



Absolutely Qualified Interview

- Your foot is in the door
- Dress the part
- Expect a young interviewer
- Check your ego at the door
- Be passionate, not desperate
- Discuss active activities
- Anticipate questions about your career goals



Emphasize & Demonstrate

- Loyalty
- Strong work ethic
- Short learning curve
- Skills not titles
- Willingness to take direction
- Fast ROI/revenue
- Experience = strong problem solver
- Always learning
- Strong references
- Technology



Abby,

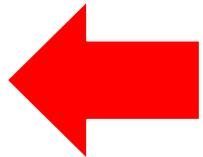
As an over 50 job seeker, I am two-for-two in landing jobs after bringing an iPad with me on job interviews in the past year! I never even opened the iPad – I just had it with my portfolio during interviews. I am an IT consultant.



Thanks again for your tips and tricks - any small advantage helps in today's job market.

Leon





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TAXI





*Being called
overqualified is
actually a blessing
in disguise!*

Anticipate the Objection

"You can see that I've worked at a higher level before, but this position is exactly what I'm looking for and here's why..."



Here's Why...

- *“I was proud to be a Nurse Manager but I really miss working with patients as my main function. I've had the big salary and big title but now I just want to make a difference.”*
- *“I understand the budgetary constraints of a non-profit or a start up. My family is grown and I am no longer concerned with salary. I'm sure we can agree on a salary that fits your budget.”*

Here's Why...

- *"I have worked at a variety of companies and have seen what works and what doesn't. I can provide you with that information so you can avoid making the same mistakes."*
- *"I've always wanted to work for your company (or in your industry), and I'm prepared to take a lower-level position to have that opportunity."*

Here's Why...

- *“Knowledge doesn't always get passed on to people coming up the ladder. I could be a role model or mentor – a calm, stable, reliable associate the younger generations can look up to.”*
- *“This is a growing company on the move. With more than the minimal experience to just skim by, I offer immediate returns on your investment.”*

Clever Comebacks



- *“If you were having open heart surgery, would you prefer a qualified surgeon or an overqualified one?”*
- *“If you were a passenger on a plane, would you prefer a qualified pilot or an overqualified one like captain Sully?”*
- *When you go to the beauty parlor, would you prefer a qualified hair stylist or an overqualified one?*
- *If you were a football player, would you prefer a qualified coach or an overqualified coach?*

Just wanted to let you know that I landed a six month consulting assignment with an advisory and investment firm. When I interviewed for the job the hiring manager told me that I was overqualified for the position. He was looking for a more junior person. I said why settle for a Chevy when you can have a Mercedes-Benz. I need very little or no training and I can hit the ground running . I kept the conversation flexible and focused on the problem the employer was facing.

That was on Friday afternoon - by Monday morning my recruiter told me he decided to drive the Mercedes-Benz.

Donna H.

Hi Abby –

I was interviewing for an HR Coordinator role in Florida when the recruiter told me that I was Overqualified. I thought quickly and said, “If you were managing the Florida Marlins, would you prefer to hire a qualified coach or an overqualified coach”. There was a long silence but he eventually said, “You know, you’re right!” and invited me in for a live interview. Now I just have to wow him again on Tuesday.

*Best wishes,
Nick*

Abby –

Your idea worked!

I went into a recent interview and noticed that the hiring manager's office was covered with pictures of his Airforce tour of duty. At the end of the interview, he told me that I was overqualified. I held my cool and said, when you are a passenger on a plane, do you prefer a qualified pilot or an overqualified one?

I start on Monday. Yippeeeeeeeeeeeeeeeeeee!

Pam

I was recently in an interview situation where I was told I was overqualified for the position. I addressed the concern at the interview and followed up with an e-mail explaining that companies that do not strive to hire the brightest and the best will not beat the competition. I also said “I truly look forward to doing this job and I'll do it with a smile!”

I ended up with a big pharma company here in NJ and got an increase in title, salary and bonus. Thanks!

Terry B.

Hey Abby –

I was just newly hired at the Wyndham Worldwide. On the third and final interview, the hiring manager said, “We have 10 people applying for this one position so why should we hire you?”

My response was “Some people are underqualified and others are over qualified but I’m absolutely qualified!”

*Best wishes,
Lenny*

Think Outside The Box

- Offer to work on a trial basis for a month as a Consultant with no strings attached.
- Offer to sign an agreement stating that you will stay in the position for a minimum of 12 months.
- Become an Independent Consultant



Thanks again for the presentation last week Abby. Your role as a consultant and the comments you made have helped me realize that I too can adapt my skills to consulting.

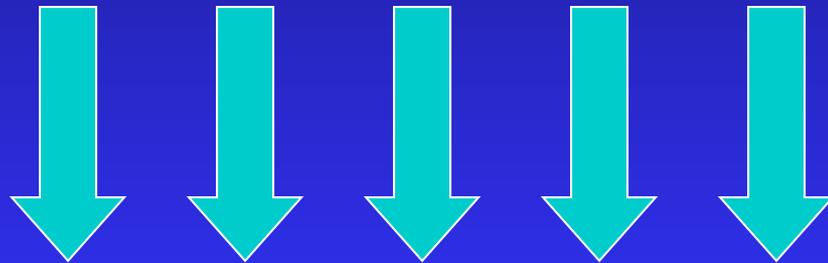
Last Friday I signed my first consulting contract as a Lead Consultant for a project at a multinational bank in the city. Thanks for inspiring me to stop thinking of myself as overqualified.

Kind regards,

Jim

Consider Simple Math

\$100K



20K

20K

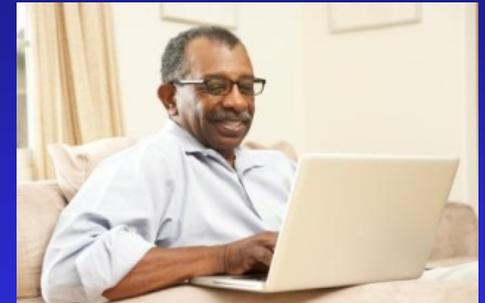
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Absolutely Qualified Cover Letter

- Completely customized
- Overcome the overqualified objection by explaining specifically why you are interested in THIS position
- Talk from the heart – be sincere
- Avoid mentioning # of years
- Avoid the autobiography
- Tell me why you will bring far more value than a “qualified” candidate
- Emphasize skills and accomplishments
- Mention your salary requirements
- tips@AbsolutelyAbby.com



“Overqualified is a judgment a manager makes assuming everything is going to go according to plan with no surprises. The Captain Sullys are trained for surprises.”



- John Delaney from Mountainview, CA

*“It’s impossible to BE overqualified unless **YOU** believe you ARE overqualified.*

*Your success with overcoming objections that you are ‘overqualified’ Absolutely starts by changing **your** mindset.”*

– Absolutely Abby from an RV driving across America

10 Steps for Overcoming The Overqualified Objection

1. Secure a live interview (or a phone screen)
2. BEFORE the interview, determine if you are “overqualified” by assessing if you have more years of experience, if you at a higher salary or if you have more education than the job requires
3. If so, choose one of the 10 phrases and rewrite it to make it relevant for your situation

10 Steps for Overcoming The Overqualified Objection

4. Memorize it and practice saying it in front of a mirror until you believe it sounds genuine

5. Practice saying it to your spouse, friend, neighbor or job search buddy until they believe it sounds genuine

6. Go on the interview

7. During the interview, emphasize: fast ROI, fast learner, strong problem solver, comfortable with technology, dependable, reliable, loyal, mature, strong work ethic, strong references, still active & healthy, willing to take direction

10 Steps for Overcoming The Overqualified Objection

8. Deliver your practiced phrase in response to actually being called overqualified or in a statement when asked at the end of the interview if you have any questions

9. Rinse and repeat

10. If you are having interviews and are not getting to the offer stage, you may wish to schedule a mock interview with me. Please email me at help@AbsolutelyAbby.com for more details.

I now
pronounce you

**ABSOLUTELY
QUALIFIED!**

Q & A