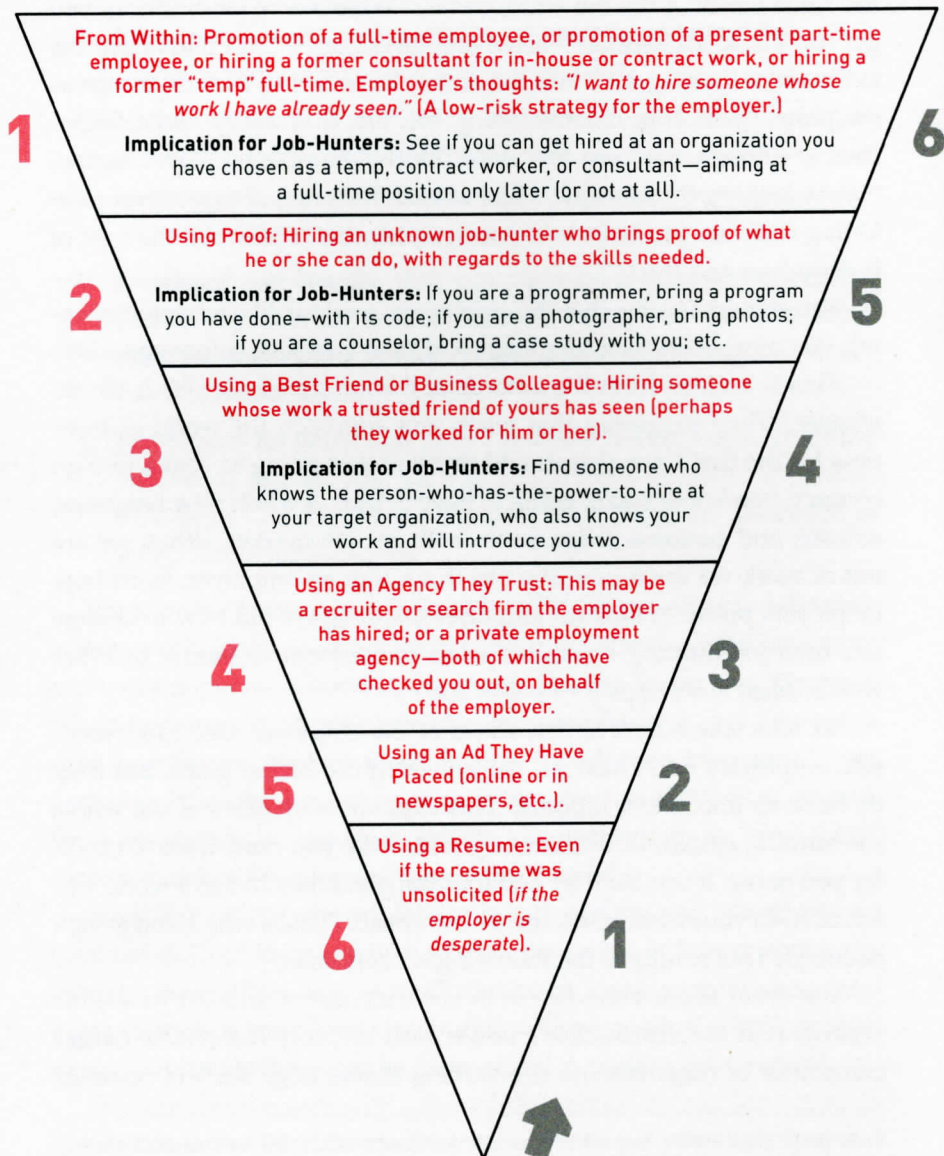# MANY IF NOT MOST EMPLOYERS HUNT FOR JOB-HUNTERS IN THE EXACT OPPOSITE WAY FROM HOW MOST JOB-HUNTERS HUNT FOR THEM

The Way a Typical Employer Prefers to Fill a Vacancy (*in red*)

1   **6**

From Within: Promotion of a full-time employee, or promotion of a present part-time employee, or hiring a former consultant for in-house or contract work, or hiring a former "temp" full-time. Employer's thoughts: *"I want to hire someone whose work I have already seen."* (A low-risk strategy for the employer.)

Implication for Job-Hunters: See if you can get hired at an organization you have chosen as a temp, contract worker, or consultant—aiming at a full-time position only later (or not at all).

2   **5**

Using Proof: Hiring an unknown job-hunter who brings proof of what he or she can do, with regards to the skills needed.

Implication for Job-Hunters: If you are a programmer, bring a program you have done—with its code; if you are a photographer, bring photos; if you are a counselor, bring a case study with you; etc.

3   **4**

Using a Best Friend or Business Colleague: Hiring someone whose work a trusted friend of yours has seen (perhaps they worked for him or her).

Implication for Job-Hunters: Find someone who knows the person-who-has-the-power-to-hire at your target organization, who also knows your work and will introduce you two.

4   **3**

Using an Agency They Trust: This may be a recruiter or search firm the employer has hired; or a private employment agency—both of which have checked you out, on behalf of the employer.

5   **2**

Using an Ad They Have Placed (online or in newspapers, etc.).

6   **1**

Using a Resume: Even if the resume was unsolicited (*if the employer is desperate*).

The Way a Typical Job-Hunter Prefers to Fill a Vacancy (*in black*)