

Reemployment Services

Success Story – The Importance of One-On-One Job Coaching

In late 2007 a job seeker faced the difficult conclusion that he had to close his business. He had no income and limited savings, and was faced with the choice of feeding his family or making his house payment. He describes it as the most difficult time of his life. He felt fortunate to work with a NextJob coach to help him conduct his job search.

The job seeker reports that his NextJob coach was a wealth of knowledge. The best value he received from the coaching relationship was the coach's support when his confidence waned. His NextJob coach motivated him to believe that he was capable of succeeding in any step of the job search process. Because of the reassurances of the job coach, he not only felt 100% prepared; he was convinced that he was better prepared than his competition. The coach provided a solid balance between his knowledge of job search best practices and his support around fear and anxiety when the job seeker felt the urgency of landing a job due to his impending foreclosure. The coach helped the job seeker stay calm, motivated and focused on a plan at a time when his instincts told him to flood the market with his resume and hope that a potential employer would contact him.

The job search plan included creating a list of target companies and ranking them in order based on the position the job seeker wanted most. He had a strong knowledge of real estate and lending and wanted a job in that field. He wanted to challenge himself by leveraging that knowledge and tapping into a creative segment of that industry. His first choice target position was as an Account Manager for a national real estate magazine.

The NextJob coach helped the job seeker devise a plan to use his personal network to connect with the magazine's District Manager, and they set up an interview. At the last minute, the District Manager canceled the interview and neglected to re-schedule with the job seeker. With the coach's support, he placed four or five follow-up calls, even though it was out of his comfort zone to call so many times. The District Manager finally picked up his phone and scheduled an impromptu interview with the job seeker in the next hour. He brought his long resume, a document that he developed with help from his coach, to the meeting. The District Manager spoke with him for about five minutes and reviewed his resume. He excused himself and placed a call. When he returned, he asked the job seeker to fly out the next day to interview with four members of the magazine's leadership team.

The job seeker immediately called his coach for help with interviewing skills. The coach made room in his schedule to talk with the job seeker right away. The coach helped the job seeker create a list of questions for each specific interviewer. The job seeker stated that his coach empowered him and made him feel like a million dollars. He was ready for the interview. One other candidate was interviewed on the same day.

The job seeker was offered the position and was told that his preparedness for the interview and the quality of his resume set him apart from the other candidates. He was hired as the head of Central Oregon operations and his responsibilities included sales, work with the design team, page layout and final proof before publication. The position matched exactly his strengths and passions. Within five weeks the job seeker was not only employed, he was employed at his preferred job and was able to keep his finances in order.

The job seeker was so pleased with the quality of services that he received from NextJob that he joined their team as a job coach. He wanted to help other job seekers in the same way that NextJob helped him. So far, he has assisted many job seekers and helped them find meaningful employment in very difficult markets through his work with NextJob.