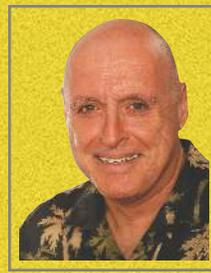


THE EXTRA POINT

BY JERRY ROBERTS



866 Looking For Work in a Buyer's Market

There's a big push to get the unemployed and underemployed out to find jobs. I'm Jerry Roberts, and today, some ideas on how to deal with that if you're in the market. It's coming next, on The Extra Point.

The employment landscape in Guam is likely not going to be "normal" for a year, perhaps two, until tourism has returned to the levels enjoyed prior to the pandemic. For some time to come, there will be fewer jobs than there are job seekers.

This creates what is known as a "buyer's market." That term applies when employers have the upper hand, seeing a larger number of better qualified job candidates, and they are able to hire them for less compensation than they would normally command.

It won't be this way forever. Eventually, the situation will change and there will be more positions available than qualified people to fill them. Then we'll have a "seller's market," and employers will be forced to pay more.

This is what is currently happening on the U.S. mainland, where some employers are offering bonuses to sign on, higher levels of benefits, and salaries well beyond what they had planned for.

It may be tougher to land a job in Guam for a while, but let's talk about ways you can help yourself in your search. Today, the focus is on resumes and touting your achievements.

1. You don't have to go overboard here, but you should list the ones that will matter to the person who will read them. You know what this means? It means that if you apply for 10 jobs, in varying industries, you have to think what each hiring manager is looking for.

Then, you adjust your resume or application accordingly.

2. Continuation on number one. If the job I'm considering you for requires someone who can get work done quickly and efficiently, then tell me how you produce results quickly and efficiently. Give me those kinds of examples.

3. Continuation on number two. If you're not sure what the responsibilities are for a particular job so you can match up your accomplishments to it, look online. You can find general job descriptions for most positions.

4. Be ready to add details, if you're asked. You mention an achievement and the interviewer says, "Tell me more." Oh no, not the "tell me more" response. How much detail is enough? How much is too much?

Don't panic. Instead, ask this question first: "I'd like to be as concise as possible for you. What specific information would you like to know?" This should get the interviewer to narrow down their question, and it will be easier for you to answer.

5. Don't be afraid to use numbers when talking about accomplishments. This is the world of percentages, increases in revenue, and decreases in expenses. If you can document your claims, explain what you've done in terms that will get the other person excited about you.

6. It's okay to list promotions in that mix. "I redesigned the customer service process the next year, and received a promotion to supervisor."

7. You don't have to disclose your salary history. Find out if you're a fit for them, and they're a fit for you. If the answer is yes to both, then negotiate the best deal you can. Even if it's a buyer's market, smart employers will still pay well for better talent.

(Con't.)

By the way, following these guidelines is actually beneficial to good employers, who often have to play a guessing game when it comes to selecting the best job candidate.

We'll jump back into this topic from time to time, exploring ways to find work, and grow a career — even under less than optimal circumstances.

For now, make the employer's job easier. Stand out, and be the obvious choice.

That's The Extra Point. Be responsible and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts. ###

For information on training and consulting services with Jerry Roberts, please click this link: guamtraining.com

