

THE EXTRA POINT

BY JERRY ROBERTS



1296 Are you Underqualified or Overqualified – Part 1

Question...if you had to guess, when it comes to your current role with your employer, would you say that you are underqualified, perfectly qualified, or overqualified? I'm Jerry Roberts, and besides that one, I'll have more questions for you in a few moments that might come with an opportunity. That's next, on The Extra Point.

A recent study claims that one in four workers in America believes they are "underqualified" for the job they are applying for. Others feel overqualified, and still others see their skills as a perfect fit. All that said, this also applies to people already employed.

You come to work every day, whether that's for your own company or someone else's. You have a series of tasks that you do. Those tasks require certain skills to perform. So we're back to our question.

Considering all the things that are necessary to perform your job and fulfill your role well, do you feel that — at this point in time — you are underqualified, perfectly qualified, or that you are overqualified?

If you feel somewhat lacking in the ability to do the work asked of you, you're not alone. In fact, 39% of the survey respondents fear potential employers also deem them underqualified.

Let's try this question: "How do the people who evaluate the quality of your work see you — under...over...or perfectly qualified? Do you know, or do you just hope you know?"

To complete this train of thought, 18% of the survey respondents worry that they are seen as overqualified for their position.

Let's work through this. First, jobs and the tasks assigned to them frequently change. One day you're overqualified and the work is easy as pie; while the next day requirements change and you find yourself chasing skills that are now needed to be successful.

There is reason to be concerned if your boss sees you as underqualified. However, that may be an open door to training to improve your skills. It might go like this: Ray says, "Hey boss, do you think I'm up to speed on my job or are there areas where I can improve?"

Don't sweat asking the question, because you're only going to get one of two answers, and both are okay.

Here's number one: "Ray, I think you're doing a fine job. Keep it up, boy!"

Number two: "Well Ray, now that you mention it, there are some areas where I think you can get better."

Because Ray listens to The Extra Point on a regular basis, he senses that opportunity is in the air.

To the first reply that he is doing well, he says: "Hey boss, thanks for the vote of confidence. I'm excited to help the organization in any way I can. Say, how about we sit down and discuss the possibility of an expanded role for me?"

To the second reply that he needs to ramp up his performance, Ray won't frown at this because he sees the opportunity. "Hey boss, which areas are you referring to, and when can we schedule some training so I can get to where you want me to be?"

Employers love workers who show interest above and beyond their paycheck. If you try hard, have a positive outlook, and need some help to build skills, you're almost certain to get it. Don't be afraid to ask.

Oh, but you're saying, "Jerry, my problem is not being anywhere close to underqualified. You see, I'm at the other end of the spectrum — I'm overqualified for my job and role. How does all this apply to me?"

(Con't.)

As mentioned, 18% of the survey respondents feared being seen as overqualified. That means about one in five workers have this issue.

I can tell you, there are both positives and some negatives attached to this, and we'll have those for you, tomorrow. You'll just have to hold your overqualified horses until then.

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.

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