

THE EXTRA POINT

BY JERRY ROBERTS



1297 Are you Underqualified or Overqualified? — Part 2

So, you feel that you're overqualified for the job you're applying for, or for the one you have now. Could that be a problem? I'm Jerry Roberts, and we'll look into an issue that about one in five workers say is a concern to them. That's coming next, on The Extra Point.

Yesterday, we talked about workers who are underqualified, perfectly qualified, and overqualified for jobs they were applying for or jobs they already had. If you'd like to get the transcript, go to: guamtraining.com, click on the "XP" on the top menu bar, and that will take you to transcript #1296, which you can download.

Let's talk about being overqualified for a job. Scenario 1: You took a job that you and your employer knew you were overqualified for. It was right after Guam emerged from the Covid pandemic, you needed work, the company had a position to fill, so it worked out for all.

That being said, you didn't figure you'd have that job long term. A smart employer would know that as well, and likely realizes that you might move on if you get a better offer.

If your employer is an aggressive, growing company, there's a good chance opportunities will come up every year. If it is not that kind of business, you may be stuck where you are.

Let's assume there are opportunities. First, decide who you're going to talk to. If you know that your direct supervisor has no input on promotions, then maybe you set your sights on the HR director, plus a senior executive who knows you and respects your talents. That person could be the top decision maker.

Let everyone know how much you like being part of the team, and that you're looking for a larger role in the coming year. That sends a signal to the right people that you want more, and your rough timeline to achieve it.

Check back with them a couple of weeks later

if you don't hear anything. That reminds them.

Eventually, push for a meeting with decision makers and have them explain what they feel are your near-term prospects. If it's me, I want to know how they honestly feel and if they want me around for the long haul. I'm hopeful they do, but I don't want to guess.

Scenario 2: Let's say they have no plan for you or it's likely there won't be much growth any time soon. Now you're faced with staying in a job you may no longer want, or moving on.

Question. How's your personal network? Do you know a long list of decision makers with other potential employers, and they'd probably want to know if you're available?

In the reality of the job market, you have to know people who can make a decision to hire you.

Scenario 3: You interview for a position, and it's clear to the hiring manager or CEO that your qualifications exceed what is needed. You see excellent value in hooking up with the organization, so you approach the person who makes the final choice.

"I have great respect for you and your team, and I feel there's an opportunity here to grow with you. While we both know my qualifications go beyond this job, would you be open to expanding my role to take advantage of some of my additional skills?"

If you say that to the right person, that should at least get them thinking. If they come back with a proposal to do as you suggest, it may be accompanied by higher compensation or a promise to do a salary review after a year.

Survey after survey tells us that the happiest workers are those who get to do the things they like to do — and do best — and are appreciated for having those talents. (Con't.)

I've also known a lot of employers, but none who wouldn't want to use the skills of workers if they knew those skills existed.

Though that's true, it isn't always possible, and that leads us to...Scenario 4: There's no realistic chance of growth but you love the company and the people you work with, and you decide to stay with them.

However, you rev up those additional skills of yours and get into a side hustle that checks off additional boxes for you, adds to your income (maybe adds a lot), and you get what you want that way.

Being overqualified can be a source of stress and frustration, unless you have a plan to deal with it. Hopefully, something mentioned today will help if you or someone you know is in this kind of situation.

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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