



**FIVE STAR STAFFING
&
ACCOUNTING RECRUITERS**
ADMINISTRATIVE & ACCOUNTING PLACEMENTS

VAULTING OVER OBSTACLES

One of the most common reasons that job seekers are screened out is because of liabilities. Liabilities are like quicksand and the best way to get out of the sinking mud is to avoid it all together. Look ahead, recognize the obstacles for what they are, and use a strong pole to "vault" your way over the quicksand and continue on your path toward employment.

The vaulting pole by which you will avoid the quicksand has three parts:

1. ACKNOWLEDGE THE REAL ISSUE

(i.e., They express concern that you lack experience. You respond with, "I can see why you would want to hire someone who will be productive and effective in this position.")

2. TURN THE NEGATIVE INTO A POSITIVE OR COUNTER THE NEGATIVE WITH A POSITIVE

(i.e., "Let me assure you that I have always been an extremely effective worker. In fact, I offer you sixteen years of experience. I've been going to school for sixteen years and am an expert at learning whatever you will need to teach me").

3. REDIRECT THEM WITH A PROBING QUESTION ABOUT ANOTHER SPECIFIC ISSUE

(i.e., "Tell me, how is your company handling the current demand for extended service hours?") Your objective is to redirect their attention from the negative issue to your strong points. Do not attempt to argue or explain your viewpoint-- **THAT IS THE QUICKSAND**. Get off that liability and onto another topic about which you **DO** want to talk as soon as possible.

THEY ASK YOU ABOUT:

- Youthfulness/Age
- Lacks experience in field/industry
- Number of jobs held
- Degree unrelated to position
- Poor grades
- Terminated/Laid off
- Lack of extra-curricular activities

WHAT THEY WANT/NEED:

- They want maturity and professionalism
- They want someone who will be productive
- They want someone who will stay and be effective
- They want someone knowledgeable about the field
- They want someone intelligent/creative/dynamic
- They want a team player
- They want someone who can handle multiple tasks

YOUR TURN:

1. What is the question they might ask you?

2. What is the real issue behind that question?

3. What would you say to focus in on what they really want/need?

4. What example can you provide to demonstrate your ability in this area?

5. What question can you use to redirect them to a topic you want them to talk about?

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