

7 Common Mistakes to Avoid in your Job Search

Courtesy of the Association of Executive Search Consultants

Like many things in life, finding a new job is about applied common sense. But application is the key. Here are a few thoughts to help you in this challenging process:

1. Don't rely exclusively on executive search firms or advertisements to find a position. Of course, make contact with search firms, but proactive research in the market is vital.
2. Don't dilute your efforts; concentrate them. Avoid spreading yourself too thinly, including all sectors of the market that may appeal to you, but where you might have little to offer.
3. Don't confine yourself to full time appointments, particularly if you are at a more senior level. For example, interim management appointments or consulting positions may lead to full-time opportunities once you have gotten to know an organization better.
4. Don't limit yourself to "more of the same." Just because you were employed in a large company before does not mean that you should limit yourself to approaching large companies. A smaller or mid-sized corporation may well be interested in your large company experience.
5. Don't get depressed by the length of time required to research the market. It does take time but a large number of contacts can be made quickly and effectively if you are focused in your networking.
6. Don't jump at the first opportunity. Give yourself time to feel that you have adequately researched the market.
7. Don't stop your networking efforts because you have one or two promising prospects. Keep up the momentum, particularly in the early stages of your search. The more irons you have in the fire, the greater the chance of success.

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