

Top Job Search Experts to Follow on LinkedIn for 2022

jobscan.co/blog/top-job-search-experts-to-follow-on-linkedin-for-2022

Jessica Nath

March 2, 2022



It's that time of the year again!

It's not a secret that the job search is tough. Job searchers can spend weeks, or even months, going through the arduous process—searching for new opportunities, updating their resumes, applying, and interviewing. Then, many have to start all over again.

Did we mention this is a rough process?

That's why each year we announce who we see as the leaders on LinkedIn when it comes to job searching advice. These are the coaches, recruiters, HR professionals, and more who share their expertise to help the process feel less lonely.

So, without further ado...



1. Jasmine Escalera, Ph.D | Founder & Career Coach at Jasmine Escalera Coaching



Jasmine Escalera, Ph.D (She/Her) · 1st

Career and Confidence Coach for Women of Color | LinkedIn Top Voice ...

7h · 🌐



I want you to write your resignation letter ASAP.

And yes I mean this one.

The letter that lays it all out.

The one where you say it all.

The reasons you are leaving.

Pay raises that barely match cost of living even though your taking on so much work.

The lack of growth opportunities.

The feeling of not being valued.

An exercise I give to my clients is to write their REAL resignation letter. To date it. Include the day they are resigning. And be real and true with it all.

For them this exercise is incredibly helpful and allows for more focus in their search. It gives context to why they are making this next move. And helps them stay grounded in what they want from the frame of what they will no longer accept.

So yes...I want you to write this real resignation letter too. And claim the power of knowing you'll be able to hand that shit in ASAP. Or maybe your more low key version 😊

On to bigger and better things for you.

It's yours.

And it's coming.

Have you ever written your resignation letter before knowing your official end date? Did it help? Do you think it could? Drop your thoughts in the comments below.

[#power](#) [#jobsearchadvice](#) [#resignation](#) [#jobsearchstrategies](#)



Jasmine on her top advice for job searchers in 2022:

“Don’t be afraid to release any opportunity that is not meant for you or isn’t what you truly want. It may be so scary to let offers go, but if it isn’t the one, then ultimately, you will be right back where you are right now...searching. Be clear on what you want your next step to be. How much you want to make. And what type of company you need to work within to thrive. Stand firm in this knowledge and believe that it is out there. And you deserve it.”

2. Eddiana Rosen, SHRM-CP | Technical Recruiter at Google



Eddiana Rosen, SHRM-CP · 1st

Technical Recruiter at Google | Diversity and Inclusion Champion | Talen...

1mo · 🌐



"How do I reach out to a recruiter after applying for a job I really want?"

This is a question I get almost daily from job seekers.

You must understand what recruiter you are reaching out to first.

If you are looking for a job in sales, marketing, finance, etc. You might want to stay away from a recruiter that clearly states they are recruiting for UX Designers.

WHY? because they most likely do not have visibility over any other pipeline other than the roles they are recruiting for.

Once you find the right recruiter, you can send a message that is direct, and states a clear desired outcome from the message.

Recruiters want you to reach out, here is a quick example of a message you can send:

"Hi NAME,

I applied to the [XYZ *exact posted title] job at COMPANY, I see that you are recruiting for this type role, and I wanted to check on the status of my application. My recent in [XYZ *directly responding to the job description*] could make an interesting conversation since it relates to the role so well.

I know you must be busy reviewing applications and building relationship with the hiring process stakeholders, so no worries if you are unable to respond to this message. Attached my resume for reference and the application confirmation ID is 00085638XYZ.

Thanks"

This is a simple message that can be impactful because it is concise, straight forward and CLEAR, it takes the homework off of the request on the recruiter's end.

Ps. you can also email/message others aside from the recruiter to find out more about the process, company, etc.

Thoughts/questions?

[#recruiter](#) [#jobseekers](#) [#jobsearch](#)

Advice Eddiana would give job searchers in 2022:

“The past few years have been tough on all of us, especially job seekers, those who lost their jobs, and were unemployed for a long time. The climate has changed, and the wind is blowing in the job seeker’s favor, we are in what has been referred to as the ‘job seeker market,’ so take advantage of it. You should always know what you want and don’t be afraid to ask for it in the job search process.

These main points can turn out to be key for you to succeed in the job search process:

- Have a realistic timeline on how long you will be searching for that perfect position*
- Learn how to show impact in your resume, not just listing your day-to-day responsibilities but demonstrating how you created, improved or implemented a process*
- Don’t be afraid to make connections, in this process, you can learn how to identify key players (stakeholders and decision-makers)*
- Recruiters are your partner in the process of landing a role that is adequate and fairly compensated*
- Most importantly, protect your mental health, job searching can be a roller coaster of emotions, but things always work out, be patient and know when to take breaks”*

3. Erin Kennedy | CEO, Executive Resume Writer, LinkedIn Profile, C-Suite, Boards, EVP, SVP, Branding at Professional Resume Services, Inc.



Erin Kennedy · 1st

Executive Resume Writing ✨ Certified LinkedIn Profile Writers ✨ Certifie...
2w · 🌐

I was talking with a job seeker last week who was fed up, frustrated, and feeling pretty dejected with the job search process.

He had been job searching for three months with no luck. He had a few great interviews and then nothing.

Sometimes it can take months before you find your next role.

Whether you voluntarily left your role or you were let go, it still is an adjustment that takes getting used to.

How can you stay positive and upbeat when job searching?

Staying positive doesn't have to come from just landing a job. While you are waiting to hear back there are other things you can do to keep your spirits up:

✅ **VOLUNTEER LOCALLY.** There is always a soup kitchen, library, church, or animal shelter looking for volunteers.

You want an immediate pick-me-up? **VOLUNTEER.**

✅ **BE KIND.** Have a cart full of items and the person behind you has three things? Let them go first. That kindness won't be forgotten--and you end up feeling happy as well.

✅ **SMILE.** Did you know smiles actually increase our "happy hormones" or endorphins? Smiling makes your brain happy. Do more of that.

✅ **JOB SEARCH.** Spend a few hours everyday job searching or [#networking](#). You'll feel more productive and won't feel guilty doing other things.

✅ **CLEAN.** Have a closet that could use some attention? Now is the time! Keep your home tidy, too. Believe it or not, cleaning also releases endorphins (and burns calories--bonus!).

✅ **FAMILY & FRIENDS.** Spend time with family and friends. Feeling support from those you love helps you stay focused and encouraged.

✅ **TIME.** Spend time with elderly neighbors or aging parents. Help out in your kids' classrooms. You'll be grateful you had this time to give them.

[#jobsearch](#) [#career](#) [#volunteer](#)

Erin's advice for 2022 job searchers:

“We are seeing a job search like never before. As companies are understaffed after the Great Resignation, more roles, opportunities, and options are opening up for job seekers. Companies are pulling out all the stops to attract the right talent including better perks and salary increases.

Want to work remotely? A more flexible schedule? Ask for it! Job seekers have the ball in their court; however, you can't go to the game empty-handed. Make sure you have the skills they are asking for. Be prepared to talk about what you've done, what you contributed to the company, and have your elevator pitch ready.

Don't discount your soft skills either! Communication, adaptability, teamwork, and the ability to work without someone standing over your shoulder were critical during the pandemic. With remote and hybrid work becoming the norm for many companies, having these skills listed on your resume—backed up by results-rich content—will win over others that may not have that as a strength.

The balance of power, while being a welcome and long-overdue change, may eventually shift back to the employer side so make sure your skills and resume are up to date.”

4. Nii Ato Bentsi-Enchill, MA, Ed.M | Founder and Head Coach at Avenir Careers



Nii Ato Bentsi-Enchill, MA, Ed.M (He/Him) · 1st

LinkedIn Top Voice 2022 | Holistic Career Coach for Professionals of Co...

5d · 🌐



Silence can be a very powerful force that can work in polar opposite ways.
Silence can BUILD & Silence can SUPPRESS.

? Ask yourself, "How is my silence currently working or not working for me?"

The image below struck me because it represents how many professionals I encounter often feel they have to navigate their careers.

This might look like...

😬 Staying silent in meetings due to fear of taking up space, sharing your true opinion, or disagreeing.

😬 Not sharing your challenges, mistakes, or failures.

😬 Bottling up your frustrations, stress, or even anger.

😬 Stuffing down feelings of dissatisfaction, feeling underpaid, undervalued, or even underutilized.

😬 Not going for that promotion, not applying for that job, not volunteering for that high visibility project.

😬 Not leaving a toxic job.

If you are doing any or many of 📌 these things, over time it can become A LOT to carry.

SILENCE CAN FEEL VERY HEAVY when we are not speaking our truths and sharing our inner world with those that we trust.

When we are physically carrying something heavy, our bodies begin to strain under the weight of the load.

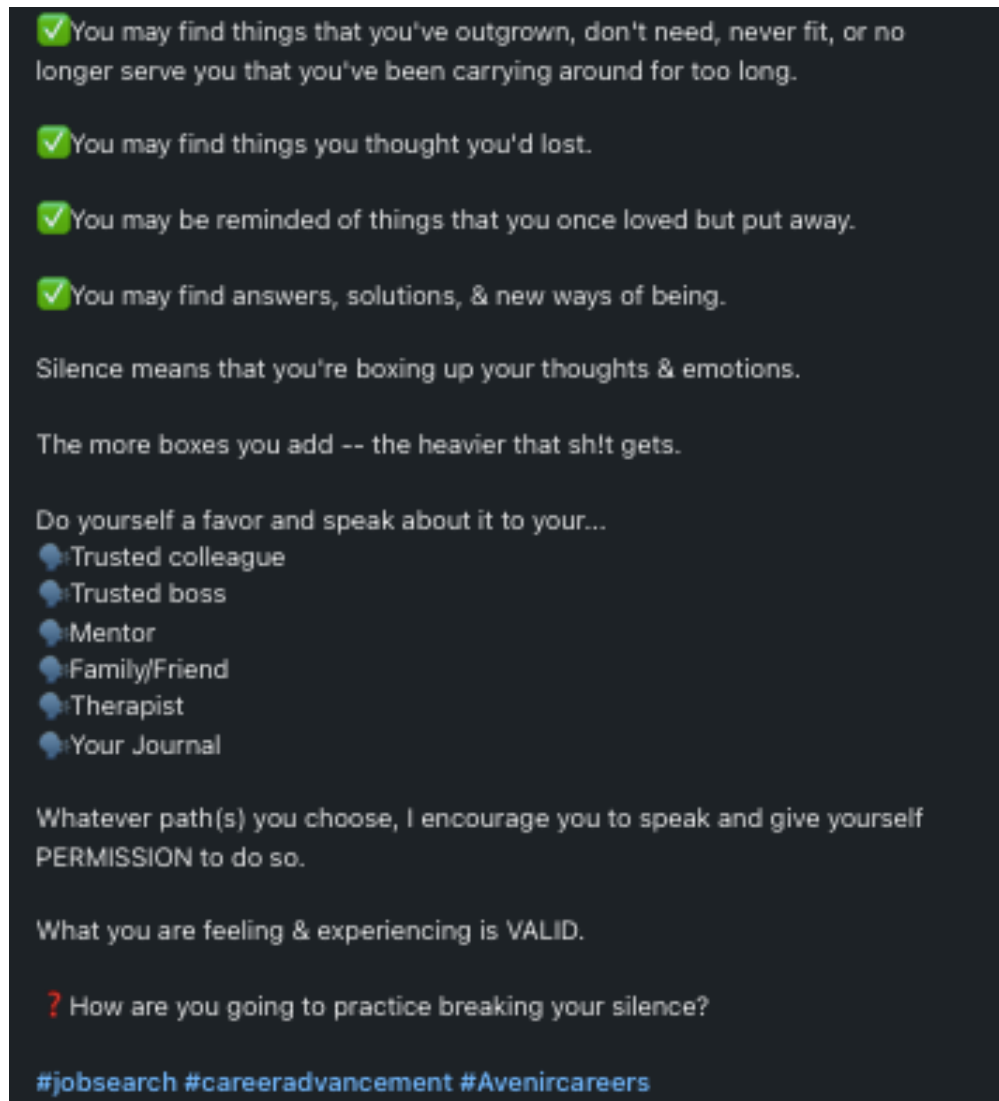
Depending on how heavy the load was, we might even develop aches and pains later on as a result.

This also applies to our [#mentalhealth](#) and emotional wellbeing.

Carrying these burdens can cause mental & emotional aches and pains that can last beyond the initial impact.

Thankfully there is a powerful solution...

✅ You can put these heavy boxes down, unpack and sort through them by breaking your silence and SPEAKING ABOUT THEIR CONTENTS.



Nii Ato's advice for 2022 job searchers:

"You have MORE POWER than you think in the job search, which starts with your ABILITY TO CHOOSE. As a job seeker, you have the ability to choose what type of work environment is the best fit for you and target only those employers who fit your criteria.

You get to choose how to frame your career narrative through how you brand yourself and the stories you tell in your marketing materials.


You have a choice in how you show up to networking conversations and formal interviews. You decide what aspects of your full authentic self show up in a given scenario.

You have a choice to accept or reject an inbound recruiter inquiry, an interview, a next round, and even a job offer.

While there are a myriad of factors within a job search that are out of your control, don't lose sight of the powerful things that are within your control and use them to your full advantage.

Your job search starts with YOU, so take the time to first look inward to identify your values, needs, and priorities, to help you achieve the external results that you hope for.”

5. Andrea Yacub Macek | CEO, Founder, and Career Coach at AYM Consulting

 **Andrea Yacub Macek** · 1st
Helping women leave insecurity behind and confidently step into a care...
2w · 🌐

When is it too late to make a career change?

A 30-something woman sent me a DM and asked me this question.

It really struck me...

I could have easily thought it was too late to make a career change every time that I did:

- Age 25: I was a recent grad during the Great Recession. I networked my way into a job that wasn't a part of my plan. And not on ANY of my backup plans.
- Age 28: Career pivot to a new industry and new title.
- Age 30: Career pivot, same industry, new department, new title.
- Age 32: Career pivot, promotion, same industry, new department, new title.
- Age 33: Career pivot, promotion, same industry, new department, new title.
- Age 36: 🌟Biggest career pivot to date! 🌟

I was laid off just 30 days after my wedding.
And it allowed me to FINALLY find a career that didn't feel like a job and create an impact in a major way...

I launched my career coaching business.
Now, as a career coach, I get to help other women step into a career that doesn't feel like a job. ❤️🔥

With each change, I could have found countless reasons why it was "too late":
I'm too young
I'm too old
I'm too overqualified
I'm too underqualified
I'm too scared.

Here are a few things you can consider at ANY age or stage of life 🙌

- The role and industry you're curious to explore
- The skills and experience you have that align with the change you want to make
- The "gaps" that you may have in your skill and experience and how you need to fill that gap
- What action you're committed to taking in order to explore that change and make it happen.

There will always be a reason that it's too late

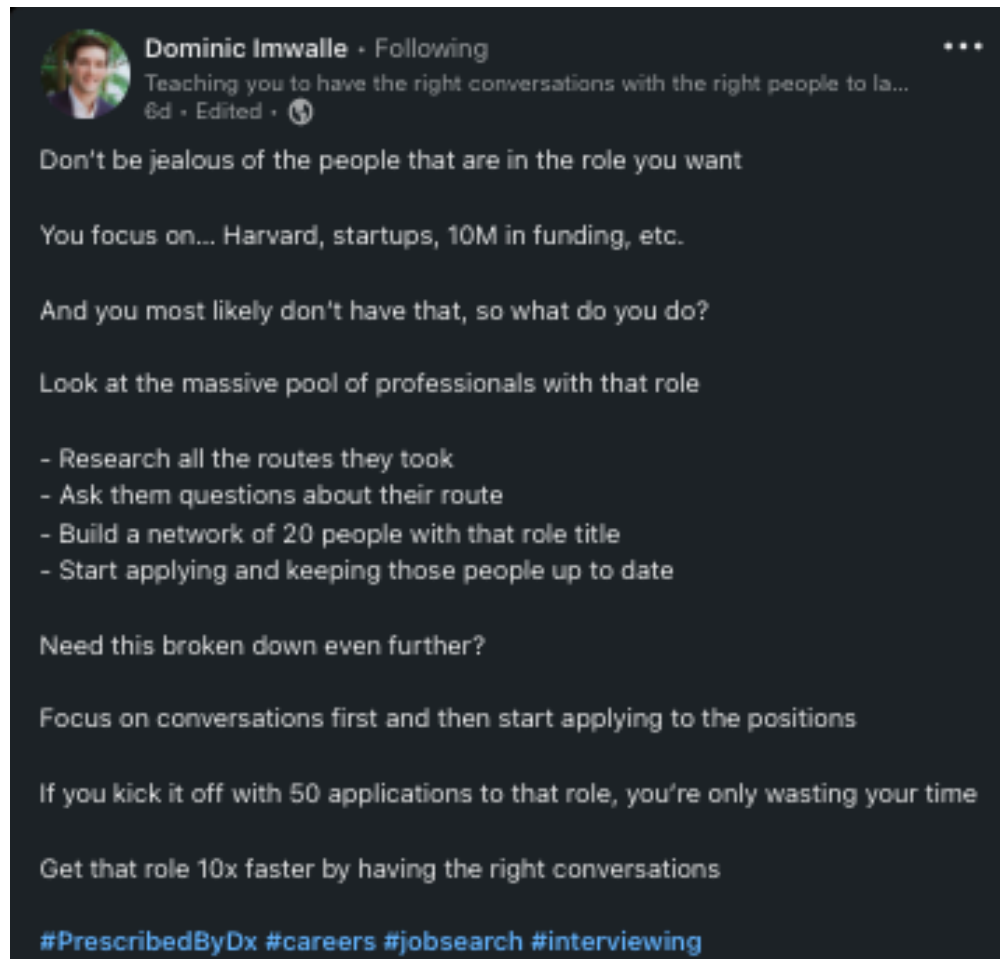
But it's never too late to choose yourself ❤️

[#careerchange](#) [#careercoach](#) [#gethired](#)

Andrea’s advice for 2022 job searchers:

“As you navigate your career, what you want will evolve and change many times. And so will your expectations and goals for those wants. You will think many things about what you’re doing, as will the people around you. Make sure that you have the tools and resources to manage those thoughts. When you know how to let your thoughts support you, and not tear you down, that’s when things will happen. Your career is going to be full of changes that you create and that are created for you. The way you think about yourself and the wins and challenges you’ll face will be a game-changer as you build your career.”

6. Dominic Imwalle | Founder at DxConsulting, LLC



Dominic’s advice to job searchers is:

“As a job seeker, you need to keep this thought in the back of your head, someone is going to take a chance on you and your talent. If you want to speed your timeline up, go have conversations with people who are in the role you want to be in. You’ll uncover so much more compared to just applying endlessly.”

7. Jonathan Javier | CEO of Wonsulting



Jonathan Javier (Landing You Jobs) • 1st
CEO @ Wonsulting | Forbes 30 Under 30 | FREE Job Resources in bio | ...
4d • 🌐

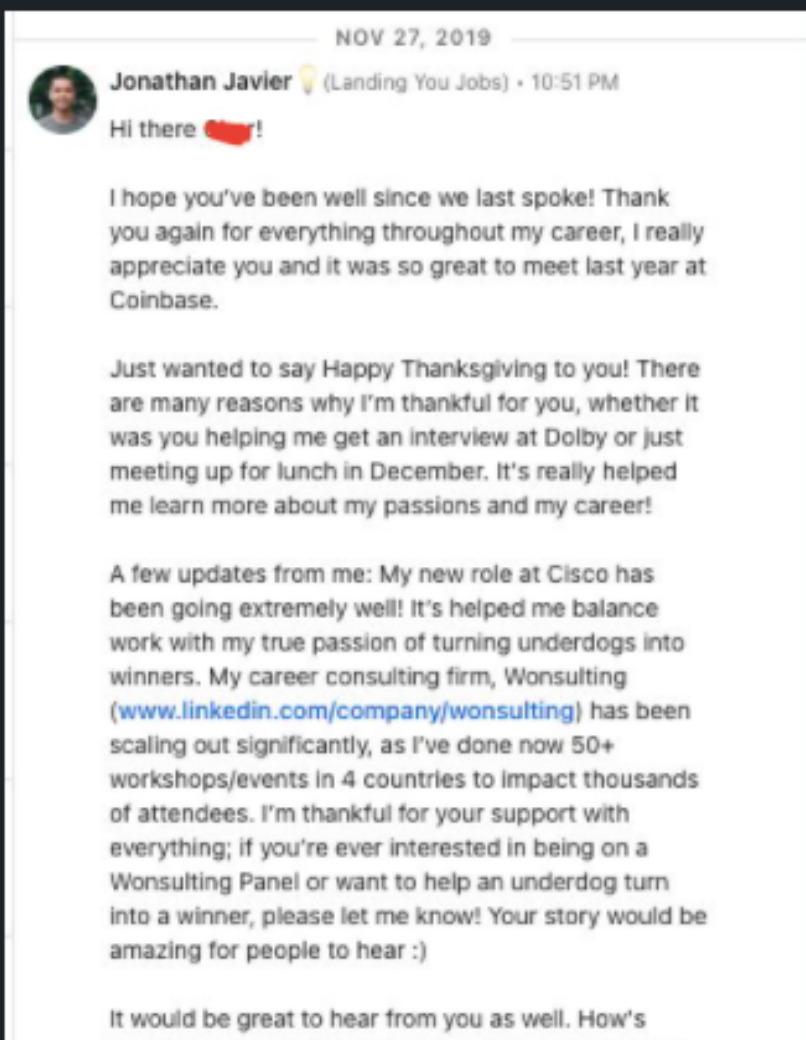


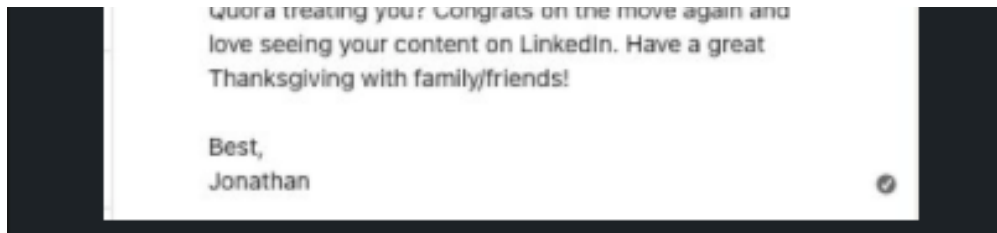
LinkedIn: This is the follow-up LinkedIn message I'd send to my connections to stay in touch with them. I've been using this structure for 5+ years with a high response rate; this is especially useful for those looking to gain connections and make a career jump so they can reconnect for potential opportunities. Let's breakdown why it's so effective 🙌

- 💡 First paragraph: References our previous conversation
- 💡 Second paragraph: Token of appreciation to the person for their help in my career
- 💡 Third paragraph: What I've been up to + Updates
- 💡 Fourth Paragraph: Call to Action + A Question to engage in conversation

Go out there and start networking; you never know what opportunities may arise (And get help here: <https://bit.ly/3I00os8>)

#JWoW #Wonsulting #LICreatorAccelerator #LearnWithLinkedIn





Below is Jonathan's advice for job searchers in 2022:

"Remember that rejection is redirection if you react to it in the right way. You'll apply to jobs and reach out to professionals; some will respond, some won't. At the end of the day, focus on the ones who respond because they can lead to opportunities in your dream companies."

8. Rhona Barnett-Pierce | Founder at How To Level Up



Rhona Barnett-Pierce (She/Her) · 1st

Personal Branding & Video Strategy | I teach overlooked professionals h...

1mo · 🌐



You'd be surprised to know how many gigs I get each year from the Video Cover Letter I created many years ago. I don't really advertise my consulting services, and I haven't updated my website in years.

But that video works for me, even when I'm not actively looking 🙌

Here's why it works:

- 📌 I've zeroed in on WHO my ideal employer is, and I'm talking to them DIRECTLY in my video.
- 📌 I'm crystal clear about WHAT problem I solve and HOW I solve it.
- 📌 I'm telling them the STORY of why I'm the perfect person to help solve their problem.
- 📌 I kept it SHORT and gave them a clear CALL TO ACTION.

By the time we get on a call, they have specific questions. They don't waste my time asking me ridiculous things like, "Where Do you see yourself in 5 years?" 🤔 And when it's time for an offer, we negotiate based on facts and evidence. I know my worth and I've learned how to communicate it. 💰

I first created a video cover letter because I was TIRED of not getting interviews. That first video was a HOT MESS but served its purpose. I've learned so much over the years with the different video cover letters I've made and have learned even more by helping others create video cover letters.

🔊 If you want to start getting NOTICED by employers and start getting INTERVIEWS. I want to help you create a video cover letter that works for you even when you're not actively looking. Check out my website for more info:

<https://howtolevelup.com/>

And of course, I also have a video that explains how it works 🖱️

<https://lnkd.in/eXB9cs2>



Rhona's advice for job searchers in 2022:

“My Top advice for job seekers in 2022 is to focus on finding a job that is the right fit for YOU. To do this, you have to get crystal clear on what you value the most, your goals, and your deal-breakers. If you truly want to be happy in your career, you have to know what works for you, and you should evaluate every job offer against that criteria.”

9. Chelsea Jay | Leadership Development Coach, Employee Experience Advocate, Conference Speaker and Planner at Chelsea Jay Consulting LLC



Chelsea's job searching advice for 2022:

“Own your story, be confident in who you are, and build your career for YOU! Be fearless and unapologetic about it. There is no goal or dream that is too big or out of reach when it comes to your career. You do not need everyone's buy-in (family, friends, and teachers included), all you need to do is believe in yourself and your vision for YOUR future!”

10. Teegan Bartos, CCMC, CCM | Certified Career Management Coach, LinkedIn Optimization, and Resume Writer at Jolt Your Career



Teegan Bartos, CCMC, CCM · Following

Helping Ambitious Professionals Gain Career Clarity, Get Hired Quickly ...

1mo · 🌐



Wanna piss off the [#ResumeWriter](#) haters --- use a statistic 🤔

I'll be the first to admit there's a lot of garbage statistics out there, but with how many recruiters I've worked with over the years and being one for every job I've ever held, I believe this one to be true.

Ladders has done 🙌 eye-tracking studies on how long recruiters look at resumes.

The first one found recruiters spend 6 seconds on the initial review of a resume and 7.4 in the latest 2018 study.

As a Professional Resume Writer this is how I use that to my advantage

- Feature the target job title front and center.
- Create a 1-2 sentence executive summary statement immediately followed by
- Bulleted top accomplishments relevant to the role being applied for.
- Use a company description in the experience section to show size and industry relevance.
- Use no more 7 bullets in the experience section starting with the overarching scope and backed up with actions you took, challenges you faced, and the impact to the business.
- Leverage LinkedIn as a supplemental portfolio.

If you found this helpful please follow my hashtag [#JoltYourCareer](#)

If you're still lost watch one of my many resume trainings on YouTube
OR

Hire me to write your resume for you.

Seriously your time is far too valuable elsewhere to waste any more time trying to get your resume "right"

[#ResumeTip](#) [#GetHired](#) [#JoltYourCareer](#)

RESUME
pro tip



Here is Teegan’s job searching advice for 2022:

“We spend one-third of our life at work so if you’re not in a position that brings you personal fulfillment, financial stability, and your version of professional success it’s time to start your job search. The best job search advice I can give anyone is to start off with understanding your internal and external motivators so you can get the highest ROI with your job search efforts.”

11. Phil Davis, PHR | Founder, Recruitment Consultant, and Career Coach at FulPhillment™ Solutions, LLC



Phil Davis, PHR (He/Him) · 1st

I Help You Tune Into Career Results @ FulPhillment™ / Career Coach + R...

2w · 🌐



Today, I have made the decision to stress what has REALLY been on my mind and heart lately.

So, here it goes!

Don't pass on someone who's been out of work, regardless of how long they've been out of work.

Or pass on someone because they look like a job hopper on their resume, cover letter, CV, or LinkedIn.

Or pass on someone because they look a certain way or have different opinions, lifestyles, values, beliefs.

Or pass on someone because they may be overqualified or may need some training.

Or pass on someone because they are desperate for work.

Or pass on someone because, yep, their "Open To Work" green banner is turned on.

Friends,

I feel, TRULY feel, for those who have been through recent layoffs or terminations that happened a little while ago.

Or toxicity in the workplace.

Or micromanagement.

Or bullying.

Or have not been seen, heard, valued, recognized, or rewarded.

Both in the workplace AND along their job search.

Never judge others.
EVER.

The biasing and judging HAVE GOT TO STOP.

PEOPLE are ready to show you what they are made of.
If you give them the chance.

PEOPLE add value to your organization, not take it away.

PEOPLE add value to your organization, not take it away.

PEOPLE make the difference. PEOPLE are PEOPLE.

PEOPLE 1st.
Always.

Thoughts?

Let us know in the comments.

PS - I do my best here DAILY to make this a safe space, so if you want to send me a DM to chat confidentially, then reach out to me.

I am here with you and for you.

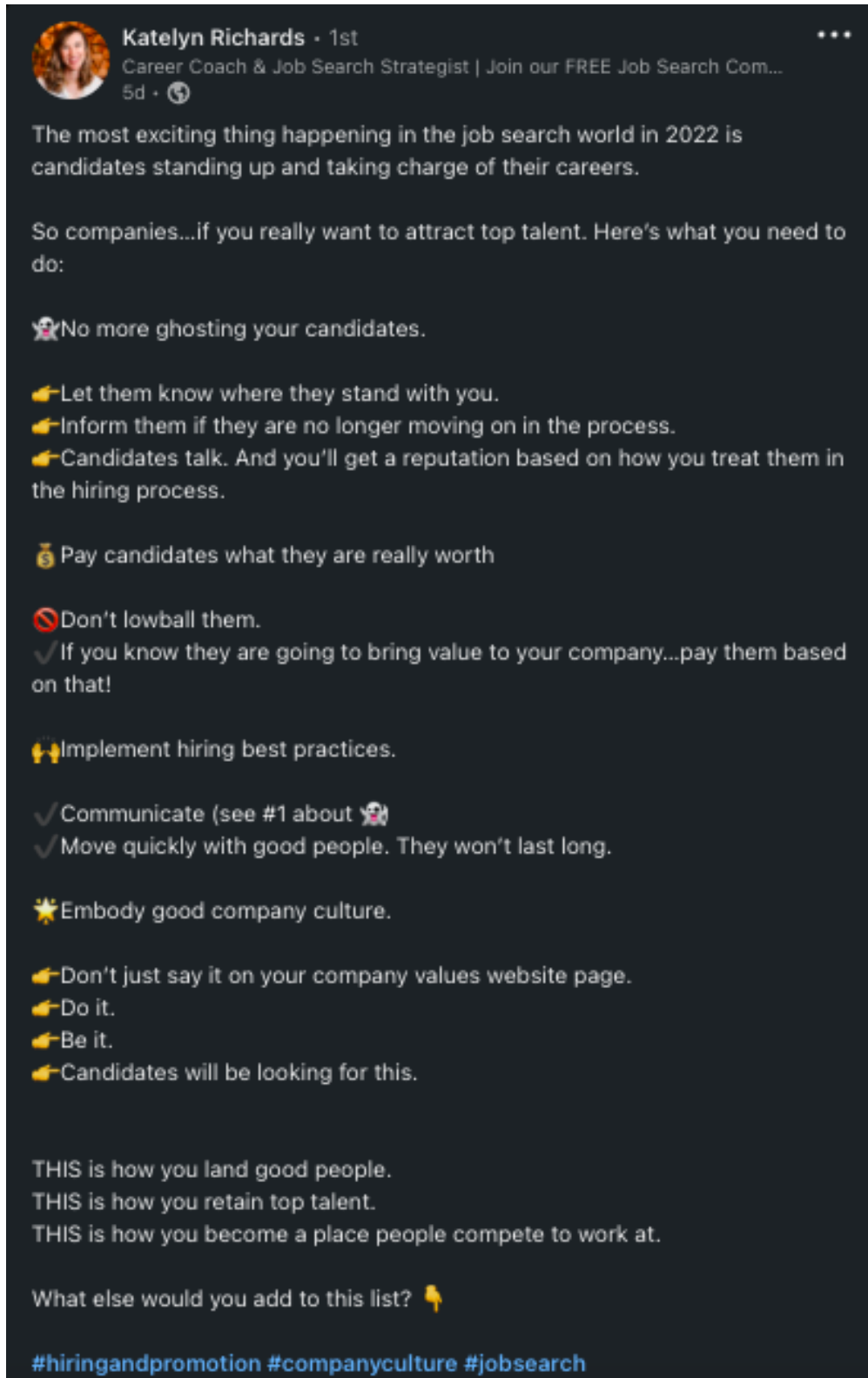
Your Friend Always,
Phillip Davis, PHR

#FulPhillment
#jobseekers
#inspiration
#motivation
#recruitment

Phil's job searching advice for 2022:

“Always celebrate the small and big wins. If you are applying to that job, getting that interview, moving along your job search, identifying and hiring that top talent, then YOU are winning. Don't lose sight of the achievements you are doing in your work and in your life. You are worth the wins!”

12. Katelyn Richards | Founder, Career Coach, and Job Search Strategist at Crafted Careers

A screenshot of a LinkedIn post by Katelyn Richards, a Career Coach & Job Search Strategist. The post is set against a dark background with white text. It begins with a profile picture and name, followed by a bio and a timestamp of '5d'. The main text discusses the excitement of candidates taking charge of their careers in 2022 and lists several key actions for companies to attract top talent. These actions are presented as a list of points, each with an emoji icon. The post concludes with a question about additional advice and a set of three hashtags: #hiringandpromotion, #companyculture, and #jobsearch.

Katelyn Richards · 1st
Career Coach & Job Search Strategist | Join our FREE Job Search Com...
5d · 🌐

The most exciting thing happening in the job search world in 2022 is candidates standing up and taking charge of their careers.

So companies...if you really want to attract top talent. Here's what you need to do:

- 👤 No more ghosting your candidates.
- 👉 Let them know where they stand with you.
- 👉 Inform them if they are no longer moving on in the process.
- 👉 Candidates talk. And you'll get a reputation based on how you treat them in the hiring process.
- 💰 Pay candidates what they are really worth
- 🚫 Don't lowball them.
 - ✓ If you know they are going to bring value to your company...pay them based on that!
- 🔧 Implement hiring best practices.
 - ✓ Communicate (see #1 about 👤)
 - ✓ Move quickly with good people. They won't last long.
- 🌟 Embody good company culture.
 - 👉 Don't just say it on your company values website page.
 - 👉 Do it.
 - 👉 Be it.
 - 👉 Candidates will be looking for this.

THIS is how you land good people.
THIS is how you retain top talent.
THIS is how you become a place people compete to work at.

What else would you add to this list? 🙋

[#hiringandpromotion](#) [#companyculture](#) [#jobsearch](#)

Katelyn's 2022 job searching advice:

“My number one piece of advice for job seekers in 2022 is to really do your homework on the companies you think you want to work for. The interview process is a two-way street, and if you’re looking to make a career move you want to make sure you’re landing at a company where you will be seen, valued, given opportunity for growth, and compensated for what you’re worth.

Take the time to talk with current team members and ask intentional questions about the company culture and the work environment so you can discern if there is alignment between what you need and what the company has to offer when it comes to employee experience. Also, pay attention to how you are treated throughout the interview process—this will tell you so much about how you will be treated as an employee moving forward. Be on the lookout for both red flags and green flags alike!”

13. Manny Duenas | Founder, Program, and Recruiting Consultant at Career Doctor



Manny Duenas - The Career Doctor ❤️ (He/ Him/ His) · 1st
Founder of Career Doctor | The Job Father | 🗨️ Connecting Diverse Tale...
1w · Edited · 🌐

I'd like to see more of the job seeker journey being talked about.

I'm not just talking about the I'm Happy/ Excited to Announce/ Share posts.

While that's an important piece because it celebrates all the hard work, I'd love to see what each person went through to land the job.

I understand if people don't want to share personal info and that's ok.

Just know that every EX-job seeker has a story that can help others.

It's filled with:

- 💡 Hard work
- 💡 Sleepless nights prepping for interviews
- 💡 Rejection
- 💡 Heart break
- 💡 Impostor syndrome
- 💡 Ghosting
- 💡 Asking for help
- 💡 100s of applications
- 💡 Light bulb moments
- 💡 Small victories
- 💡 Networking
- 💡 Informational interviews
- 💡 Referrals
- 💡 Declining offers
- 💡 Negotiating
- 💡 Taking courses
- 🌟+ And that one yes that changes your life

Am I missing anything here?

I'm sure there's so much more that I'm not covering because everyone has a unique story and I apologize if I missed something important.

The point is we all have an opportunity to Lift While We Climb when we post about our successes here on LinkedIn.

Let's do better.

If you're a job seeker going through it all

Your time is coming and that one YES will change your life.

Trust me I know.

Sincerely,
Doc Manny

[#docmanny](#) [#imhappytoannounce](#) [#career](#)

Manny's job searching advice for 2022 is below:

“Helping other job seekers while you're job searching can be a gateway to that one yes. If a recruiter reaches out to you about a job that's not a good fit for you, pass it along. If you see a job posting on LinkedIn, tag another job seeker or share the post. One minute of your time can change someone else's life. Let's call it career karma. It really does come back, and it can change your life as well. So hold the door open for other job seekers and lift while you climb.”

14. Claire M. Davis | Owner and Founder of Traction Resume



Claire M. Davis · 1st

Medical Sales Resume Specialist Land your next role in biotech, dia...

3w · 🌐

STOP preparing for every single possible interview question. You'll only...

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-

...Stress yourself out and put yourself in a state of desperation before a high-stakes interview.

-

What? Don't practice? Don't prepare? OF course prepare -- but be smart about it so you don't psych yourself out.

-

Instead, find that sweet spot of intention and focus. Here's how:

Answering the following 3 Qs alone can squarely position just about anyone as 'the right fit candidate' for nearly every single interview at the VP level.

Here are my Top 3 Qs to get down pat:

1. "So, Tell Me About Yourself/Walk Me Through Your Resume." (Get down in under 2 minutes.)

2. "Tell me about a time..."

(What is your "System" for solving problems and show how you've applied it.)

3. Why should we hire you?

(How can you help THEM achieve THEIR goals. Here's where you add that sweet industry research you did on the quarterlies and your vision for supporting the company. Win!).

-

After these, do your best to turn the rest into a back-and-forth conversation.

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Ask a question at the end of every answer you give.

-

Get curious about your interviewer to discover what their goals are for hiring you.

-

Your job is to dig to discover what their pain points are. Imagine how you can help THEM look good to the C-suite team.

-

If you listen well, they will literally tell you what they want to hear and know.

-

When it comes to interviewing, the more simple the questions, the better.

-

Turn this high-stakes talk into a curious conversation -- you've got this!

-

[#interviewprep](#)

[#interviewtips](#)

[#clairewritesresumes](#)

Claire's advice for job searchers in 2022:

“In 2022, the most valuable thing any job seeker can do is to take the time to establish a clear target. Without it, efforts become scattered, frustrating, and futile. But once job seekers place their aim on a few specific targets, every effort – from the resume to networking to interview prep – can stem from that singular goal. That is when great traction happens toward ‘right fit’ careers.”

15. Meg Applegate | Founder, Resume Writer, Certified Personal Branding Strategist, and Job Search Coach at Hinge Resume



Meg Applegate · Following

I connect high-achieving women to career advancement | Award-Winnin...

1w · 🌐

I'm just a <fill-in-the-blank job title>.

...part-time VA, account manager, stay-at-home-mom, marketing director...

Do you ever have this thought?

I had this conversation in a public bathroom of all places about whether a woman I recently met was good enough to pursue a role of interest to advance her career:

She said:

"I don't meet ALL the requirements"

"I'm not sure I am what they are looking for"

And then SHE started questioning herself:

"Am I even capable of the job?"

Another story?

"I lead teams, but smaller teams than this role requires. Am I good enough" questions a female director looking to level up her career?

Ladies, our mastery mindset keeps us stuck.

"Search firms confirm that women applying for jobs are often less assertive than men when it comes to declaring their qualifications. We find women are tentative when describing their skills and experience,"

according to authors Sally Helgesen & Marshall Goldsmith of How Women Rise: Break the 12 Habits Holding You Back From Your Next Raise, Promotion, or Job.

👉 Ladies, hear me: You are your own worst enemy.

There are no hard and fast rules for meeting all the requirements. If you meet 80% of the job requirements, I say go for it!

Declare your achievements. Apply confidently albeit scared.

How do you overcome the fear of 'not enough' in your [#jobsearch?](#)

[#womeninleadership](#) [#careeradvancement](#)

Meg's 2022 advice for job searchers:

“Get clear on who you are and where you are going. Know (and be able to articulate) your unique promise of value in the marketplace on your resume, online and in-person. Now more than ever, you need to align your secret sauce (and value) with the pain points of your target companies.

The 2022 job search is all about marketing. Position yourself as the solution to a company’s problems. While talking about your gifts, talents and accomplishments may make you squirm, the truth is you have a unique blend of experiences and skills that they need! So do the work to make it easy for your network to connect you to internal champions and decision-makers so employers will be tripping over themselves to hire you.”

16. Lezlie Garr | Master Resume Writer, Certified Professional Resume Writer, Certified Career Transition Coach, and Founder of Resume Lezlie



Lezlie Garr (She/Her) · 1st

Career Happiness Advocate | I help you escape soul-sucking work | 202...

1mo · 🌐



Looking to land a fully remote job?

Make sure you're showcasing your remote work skills.

Remote work skills differ from traditional skills in a few key ways, but a lot of experience and skills developed through traditional roles can be translated to demonstrate value in a remote work setting.

It's important to *rethink your job descriptions* and translate them into language that better suits remote work roles.

Ask yourself things like:

- When did I use these skills in my previous jobs?
- What tasks could be creatively described using these keywords?

Remote and work-from-home are still new(ish) in the workforce, and a lot of candidates aren't leveraging the skills they have.

This means that if you *can* demonstrate your value as it relates directly to remote work, you'll be able to elevate yourself above your competition.

Do research on online job boards to understand how remote work skills can be incorporated into your job descriptions.

Think about times when you performed remote work activities – even if it wasn't technically in a 'remote work' role.

- If you worked with or managed teams or individuals in other offices or worksites – that's working remotely.
- If you reported to leadership that was often offsite – that's working remotely.
- If you transitioned to Zoom meetings during COVID – that's working remotely.

It's also important to take inventory to identify potential skills gaps that you may need to address through additional experience or training. Be honest in this exercise so you can proactively prepare for the transition into remote work.

Below are some important *Remote Work Skills & Keywords* you can use to communicate your value for remote work roles:

- Cross-locational
- Cross-functional teamwork / communication
- Experienced remote worker
- Out-of-office setting
- Off-site communication
- Remote employee
- Remote first

- Remote first
- Remote leadership
- Remote liaison
- Remote people management
- Remote performance tracking
- Remote ready
- Remotely manage
- Work remotely

Do you work remotely?

Would you like to?

As a remote worker myself (and full-time RVer), I'm always excited to hear stories from other remote workers.

So, drop me a comment and tell me about your remote work experience or aspirations! 🗨️

[#JobSearch](#)
[#RemoteWork](#)
[#ResumeLezlie](#)



Lezlie's advice for job searchers:

“My top advice for job searchers in 2022 is to seize this moment – this shift in power back into the hands of employees, rather than employers. This is the first time in a while that the power dynamic has shifted this way, and who knows when it will shift back.

So, get clear on your nice-to-haves and non-negotiables.

Target companies that stand for the things you value.

Learn how to negotiate from a position of power.

And build a strong professional network.

These are the things that will help you leverage the power job seekers and employees have at this moment.”

17. **Jess Smith** | Career Coach and Job Search Enthusiast at Jess Smith Coaching



Jess Smith (She/Her) · 1st
Helping Job Seekers to Discover Their Calling and Land a Career They L...
1w · 🌐

💰 Salary Talks in your Job Search - Key Takeaways 💰

📌 1) Do your research ahead of time

The biggest error that people make when it comes to a compensation discussion is that they have not researched what comp looks like in the market and they have not decided on how much they want to ask for before the call. This leads to getting flustered and blurting out something you might not mean.

📌 2) How to respond when recruiters ask you what your salary expectations are

Simply say: "What does the compensation budget look like for this opening?". You are NOT required to tell them how much you're currently making.

📌 3) Practice, practice, practice

It's an uncomfortable conversation, so walk through what it's going to look like before you have the real conversation. Write it out on a piece of paper how it might go and practice how you want to respond to each question.

👉 Anyone have a good negotiation story!? Let's hear it in the comments to inspire each other 🙌

#hiring #jobseekers #jobhunt

Jess's advice for job searchers in 2022 is below:

“My top advice for job searchers in 2022 is to spend time getting crystal clear on the career path you want to pursue. You should be able to state the role that you want and WHY you want it! The why is a piece that I notice many tend to skip over. Once you have career clarity, the job search becomes so much easier because everything – resume, networking, interview prep, etc – is all moving cohesively in one direction.”

18. Loren Greiff | President of Portfoliorocket.com



LoRen gReiFf (She/Her) · 1st

Skyrocket Your Next 3 Career Moves I Fueled By Access To 80-85% of ...

1mo · Edited ·

Communicating More With Less is More Than You Think
Here Are Three Reasons Why:

🕒 Time is expensive, and never comes with a refund.

If you want an estimate for how much your time is worth by the hour:

<https://lnkd.in/d-ZqjHEm>

For example: If your annual salary is \$100K that's \$48.08 per hr (40 hr week, 50 weeks accounting for vacation)

🌟 For a HM making \$350K that same hr = \$168.27 (over 3x's more)

💡 Anyone you're meeting -- as a [#jobseeker](#) has a limited attention span, be it when networking or interviewing.

🌟 If you don't influence then and there, it's unlikely more referrals will roll in or you'll move ahead in the interview process.

📈 Decision makers are assessing your leadership impact and ability to transform.

Especially when sharing your stories
When building rapport
Showing up prepared
And asking thought provoking questions

🌟 How do you say more with less?

If you want to take action to improve your communication & stories in your jobsearch:

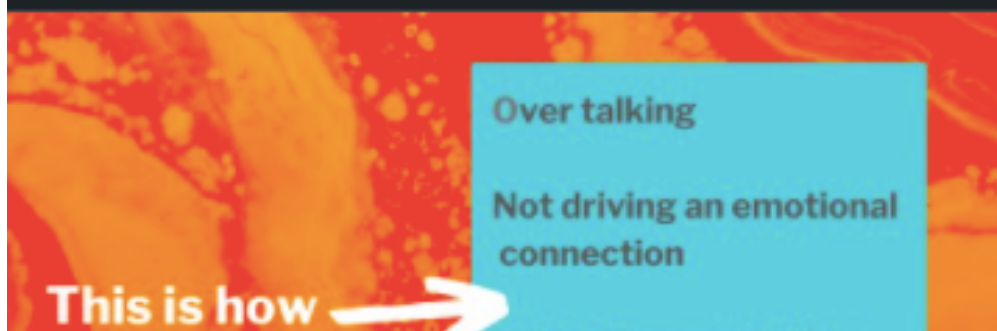
<https://lnkd.in/eEayFzk>

[#portfoliorocket](#)

[#storytelling](#)

[#careers](#)

Follow LoRen gReiFf for excuse exterminating, skyrocketing career tips1





Loren's advice for job searchers:

“Treat your search as an integrated marketing campaign, with YOU as the product and service. This immediately helps to be seen as a solution, and differentiated standout candidate.

When you have that clarity, consistently share your message across multiple touchpoints including:

- *Your current network and new connections*
- *On your optimized LinkedIn profile*
- *Through social media content and comments*
- *With your personal brand*
- *In detail with metrics on your resume*
- *During the interviewing process*
- *As you're following up and with your thank you's*

Gone are the days of simply making minor updates to your resume, and winging the interview.

You might have to go slow(er) in the beginning, to allow you to go faster to hire.”

19. Virginia Franco | Founder/Owner, 5X Certified Executive Career Storyteller, LinkedIn, and Resume Writer at Virginia Franco Resumes



Virginia Franco · 1st

I Write Resumes that Help People Land Interviews Fast 🏆 Executive Sto...

2mo · Edited · 🌐

I doubt many could have predicted the job search landscape that was 2021 -- so I'm not here to make any predictions about 2022 -- except to say I expect to continue to see droves of people weighing their options.

If you haven't needed to job search in years, it's important to note what has changed:

- 1) Many roles have a pipeline of pre-qualified people prior to being officially posted.
- 2) People spend just seconds reviewing a resume and a LinkedIn on screens of all sizes (while printing occurs, it usually doesn't happen straight away).
- 3) Hiring managers who are risk-averse often embrace the idea of making decisions by consensus -- which can mean several rounds of interviews so that others can weigh in and perhaps a more drawn-out job hunt. 😞

In this week's blog, I share some tips and blogs to help you hit the ground running this year.

Do you have any job search predictions for 2022?

What do you see as some of the biggest challenges job seekers may face?

#VFR #jobsearch #resumetips #interviewskills



Ready, Set, Go! Be Prepared for your 2022 Job Search Journey

virginiafrancoresumes.com · 3 min read

Here is Virginia's advice for job searchers in 2022:

“Make sure your resume is written for today’s online skim reader. This means avoiding dense paragraphs, never cramming bullets together, and front-loading accomplishments by leading with the good stuff.”

20. Ricklyn Woods, SHRM-SCP | HR Consultant and Career Coach at ProActive HR Solutions, LLC



Ricklyn Woods, SHRM-SCP (She/Her) · 1st

Certified Human Resources Professional

3w · Edited · 🌐



Looking to better manage conflict? Here's how.

This thought popped into my head as I was getting ready for work:

The secret to managing conflict with others is to resist trying to convince them of what YOU believe or even know to be true.

Most people have a deep seeded need for support, approval ,and validation, even if they are not consciously aware of it.

The little girl and little boy who was often seen but not heard, still lives inside each one of us.

He or she is awakened when someone is not giving us the support, approval, and validation that we so deeply desire, again whether we KNOW it, or not.

That's why we are triggered emotionally by what others do, say or don't do or say.

The minute we stop trying to prove our point, the conflict will stop.

The minute we stop personalizing others' actions, the conflict will stop.

Nothing others' do is because of you. They are dealing with their own issues. That, at the core, have absolutely nothing to do with you.

This applies in both our personal and professional lives.

This picture sits on my bookshelf as a reminder of that little girl who still lives inside of me.

At times, she still needs to be reminded how special she is.

Only I can give her the love, support, approval, and validation she needs.

Only you can do the same for your inner child.

Everything begins and ends with self love.

Have a terrific Tuesday [#linkedin!](#)

[#selfawareness](#) [#selfdevelopment](#) [#hr](#) [#humanresources](#) [#hrcommunity](#)
[#ricklynsreflections](#)





Ricklyn's job searching advice for 2022:

"If you're looking to level up your career in 2022, write your resume for the job you want, not the job you have. So often I see resumes that are written like a transcript of their career instead of the marketing document it needs to be. People tend to list all their tasks and responsibilities. Many of which they don't even want to do in their next job. The key is to focus on highlighting the skills and accomplishments that are MOST relevant to the target position."

21. Jill Katz | Chief People Officer at Assemble HR Consulting



Jill Katz (She/Her) · Following

Founder & Chief Candor, Courage & Care Officer @ Assemble - HR & P...

1w · 🌐



I remember thinking that I'd never achieve my career dream.

I chose to be a mom.

And as I looked "up" in my work life, very few of the people who led me shared the "Mom" title.

I saw people working their butts off, putting in crazy hours, delivering outstanding results. VPs, SVPs, impressive CVs.

But so few in my career path were also moms.

Pushing to help build and change culture alongside a business president while pregnant? I didn't have a role model for that.

Leading a HR/Talent organization while raising two kids under 5? I was the 1 female mom of my peer set at the time.

Leaving succession planning meetings for basketball games? Not so much.

There were points that I lost hope.

I felt like I would have to choose: Title, financial success, personal accomplishment?

Or time with my kids.

I lived with an indescribable amount of guilt and anger for years.



And then I realized 3 important things:

1. This very real feeling was my narrative. The only way to change it was for ME to change it.
2. My kids were going to grow up. The clock was ticking.
3. If I wasn't willing to take a risk on me, why should anyone else be willing?

I started [Assemble HR Consulting](#) four years ago to prove that dreams are real and we can live the lives we want.

I founded a company that brings [#peoplefocusedleadership](#) to the forefront of the workplace, and it's been astounding to watch hundreds of leaders join me in this powerful mission.

I have learned that I'm not alone in wanting to live my life, love my life, feel an impact in the work I do, and live guilt-free as I focus my energies on all the people and places that bring out the best in me.

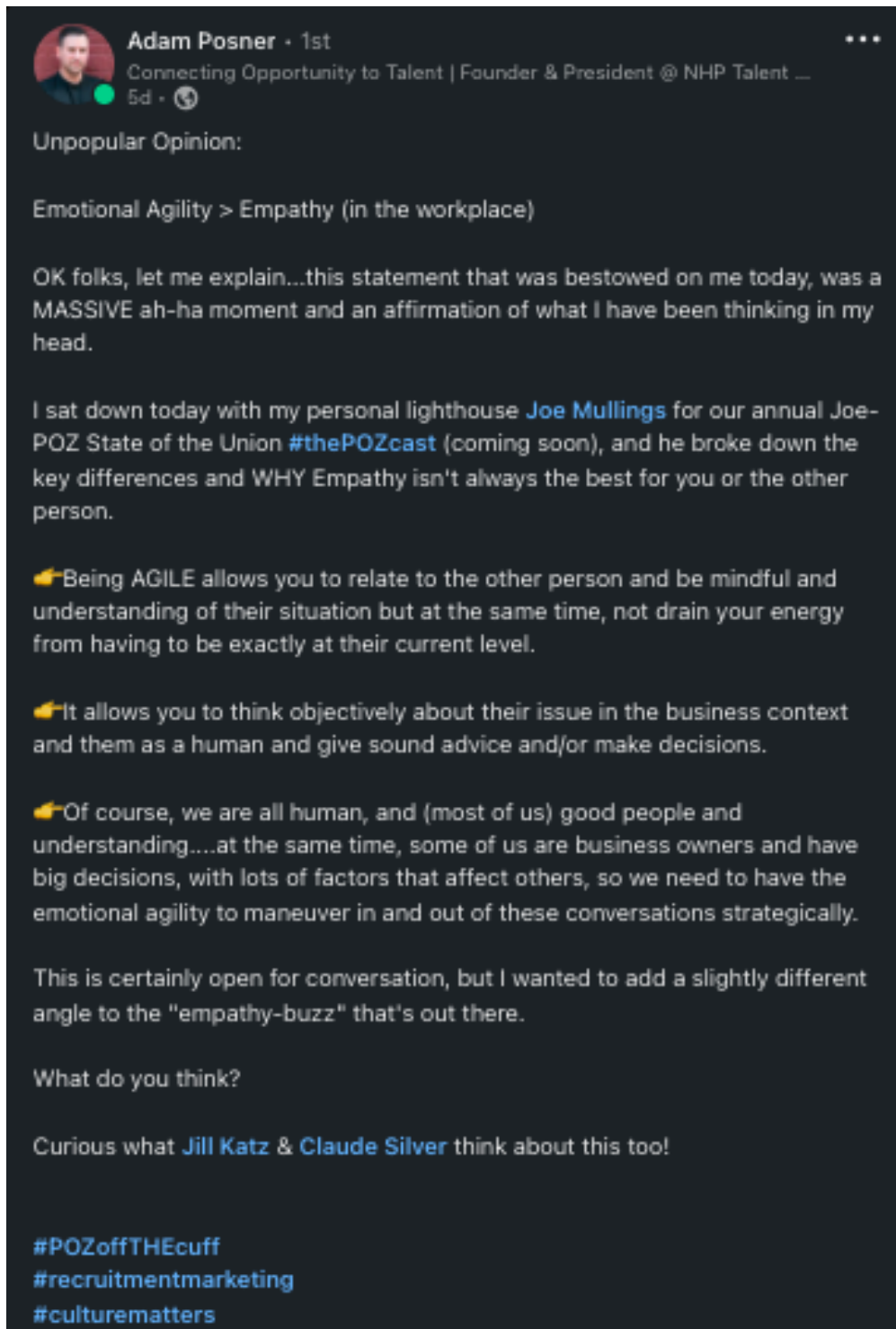
I'm a mom who works. And that works for me.

#candorcourageandcare #itsallaboutrelationships #whatmattersmost
#authenticleadership #thereisnoworklifebalancethereisjustlife
#loveyourwork #assemblehr #assemble #workingparents

Below is Jill's advice for job searchers in 2022:

“The key to a successful job search is to shift your mindset from “Job Search” to “Relationship Building Journey.” Oftentimes, the feeling that we need to ‘search’ for a job comes with tremendous pressure, fear, and apprehension. When we shift our mindset to the idea of going out to meet people and build relationships, we can be far more relaxed, approachable, and authentic. People are happy to meet, help and connect with others. It gets more challenging when we are asking for jobs. Instead, at the end of a coffee chat, ask, “who are 2 people you know that I should know” and offer the same back.”

22. Adam Posner | Founder and President at NHP Talent Group



Below is Adam’s advice for job searchers:

“My top advice would be to treat the job search as you would your actual job: with focus, discipline, organization, and strategy.”

23. Dan Roth | Global Recruitment Consultant at Dan Roth Consulting



Dan Roth · 1st

Recruit for Amazon | Work for my Candidates

20h · 🌐



For the first time in over 6 months the Women's Empowerment Series is back!

In celebration of [#womenshistorymonth](#) I will be having a series of sit down conversations with some of my favorite women.

7 unique voice

7 unique personalities

7 different lived experiences

Featuring:

[Kanene Ayo Holder](#)

[Jen Buck CMT, CPC](#)

[Amanda MacNeven 🇺🇸](#)

[Sonal Bahl](#)

[Vanessa Ullam](#)

[Rachel Beck](#)

[Rachel B. Lee](#)

Dates and times coming soon.

See you there

[#equityforall](#)

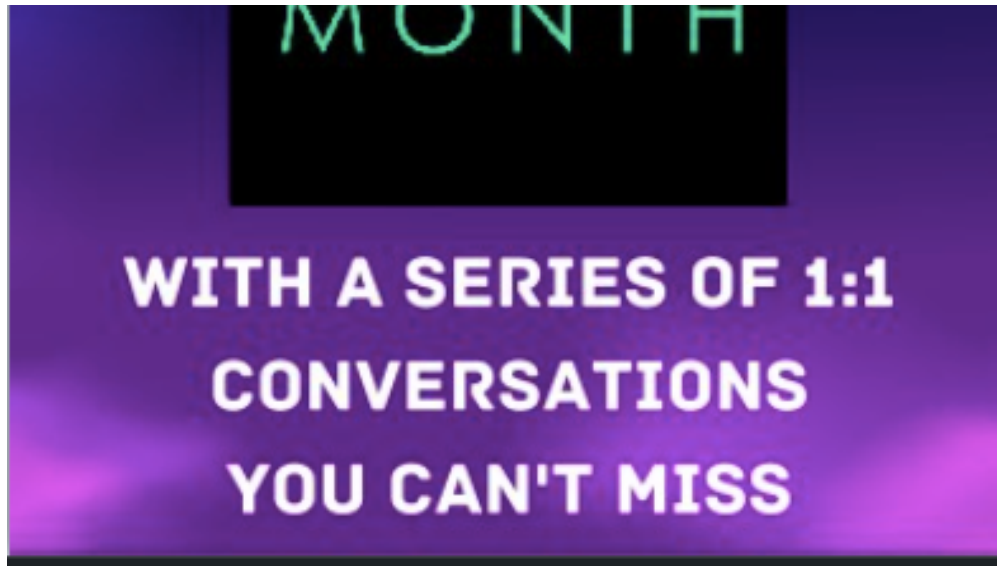
[#lgbtinclusion](#)

[#womensempowerment](#)

[#WomensEmpowermentSeries](#)

WOMEN'S *Empowerment Series* RETURNS



WOMEN'S
HISTORY
MONTH



Dan's advice for job searchers in 2022:

"Be proud of the differences that make you unique. So often job seekers try to fit into someone else's idea of an ideal candidate that they forget recruiters are not looking for your best impression of someone else, we are looking for YOU."

24. Kenneth Lang | Co-Founder at My Networking Central

 **Kenneth Lang** · 1st
 LinkedIn ROCKSTAR * Empathetic Linked(Introvert) * Job Search Sheriff...
 2w · Edited · 

Be loud and be proud - take 2

Yesterday I mentioned how supportive a job search posse can be without elaborating further. How to construct that posse???

Your posse should agree

- ✓ - To be committed to each other's goals. The posse members outline specific tasks for the week for each member to follow ('x' number of calls, attend 'x' of events, etc.)
- ✓ - To hold each other accountable (why didn't meet your weekly goal - not feeling like it isn't good enough)
- ✓ - To share resources (no hiding something from the group because you don't want others to know about)
- ✓ - To support each other through good and bad days
- ✓ - To celebrate individual and group wins

Consider that

- ✓ - Your job search posse members may come and go - but the main group goals should be the same
- ✓ - Your job search posse will become a networking posse
- ✓ - When you get your new job (and you will), don't stop networking although you may need to do it differently.
- ✓ - The best support you can offer others is returning to events after you get a job to give others hope

Jeff Altman, MSW, CCTC Ed Han ALEX FREUND - The Landing Expert
Virginia Franco \ Claire M. Davis / Christine Dykeman, MS, SHRM-CP, PHR, PMP

I'm an introvert and I know it's hard to do some of this. But there's strength in numbers - lots of us are out there so don't be afraid to get going!

#fridaythoughts #jobsearchstrategies #alwaysbeconnecting
#supporteachother #introvertsunite

Kenneth's advice for 2022 job searchers:

“(1) be focused when searching – determine target companies and use your network and LinkedIn connections to help you engage with them – (2) be specific when asking others for help and (3) don't go it alone – put together an accountability team or what I call a job search 'posse' where team members support each other”.

25. Julia Rock | CEO | Head (Career) Coach at Rock Career Development

