

Thank you for joining us!



Is proud to present a webinar with Guest Speaker
Abby Kohut of www.Absolutely Abby.com

Success of the Seasoned Search - The Benefit of Being Overqualified



**ABSOLUTELY
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Abby Kohut



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ABBY ACROSS AMERICA

Absolutely Abby's Job Search Success Tour

A photograph of a white and brown Columbia motorhome parked on a white surface, with a dark grey pickup truck parked in front of it. The background is a blue field with white stars and red and white striped balloons.

Request the Slides

Write to: tips@absolutelyabby.com
Subject: Webinar Slides

Be The Captain of Your Career



“Overqualified” Defined

- Too much experience
- Too much education
- Higher salary requirements



Why wouldn't an employer want to hire a candidate who is more highly skilled than the job requires?

FEAR !!

Why The Concern?



- You will have a “been there done that” attitude
- You will leave for a higher salary/title
- Your colleagues & manager will be threatened
- You will want to/need to be promoted quickly
- You will keep looking

Overqualified



“Absolutely qualified”

5 Benefits of Hiring an Absolutely Qualified Employee

- Dependable, reliable & mature
- Problem solving experience
- Shorter learning curve
- Proven track record of success
- Works with different personalities



Develop your 2-part strategy

- 1) Develop "Absolutely Qualified" collateral materials (resume & cover letter).
- 2) During the interview, elaborate on why you are "Absolutely Qualified".



Being overqualified is correlated with age yet is not caused by age

An Absolutely Qualified Resume

- Amount of years to list ??
- Avoid mentioning # of years
- Graduation dates ??
- List technical & tactical skills
- Do NOT lie about your titles
- Add social media links



Absolutely Qualified Interview

- Your foot is in the door
- Expect a young interviewer
- Check your ego at the door
- Discuss active activities
- Mention technology



Abby,

*As an over 50 IT consultant, I am two-for-two in **landing** jobs after bringing an iPad with me on job interviews in the past year! I never even opened the iPad – I just had it with my portfolio during interviews.*

Leon



*Being called
overqualified is
actually a blessing
in disguise!*

Anticipate the Objection

"You can see that I've worked at a higher level before, but this position is exactly what I'm looking for and here's why..."



Here's Why...

- *"I was proud to be a Nurse Manager but I really miss working with patients as my main function. I've had the big salary and big title but now I just want to make a difference."*
- *"I understand the budgetary constraints of a non profit like the American Cancer Society. Money is not my main motivator because my kids are out of college."*

Clever Comebacks



- *"If you were having open heart surgery, would you prefer a qualified surgeon or an overqualified one?"*
- *"If you were a passenger on a plane, would you prefer a qualified pilot or an overqualified one like captain Sully?"*

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When I interviewed for a job the hiring manager told me I was overqualified for the position. I said, why settle for a Chevy when you can have a Mercedes-Benz? I need very little training and I can hit the ground running .

That was on Friday afternoon - by Monday morning my recruiter told me he decided to drive the Mercedes-Benz.

Donna H.

*"It's impossible to BE overqualified
unless **YOU** believe you ARE
overqualified."*

- Abby Kohut from an RV across America

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critiqued by a recruiter who has hired 10,000
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Subject: WOW - This LinkedIn hint worked quickly!

Hi Abby,

Just thought I'd share a quick success story. I used the hint from your teleseminar about locations and job titles a couple of days ago - yesterday, an Atlanta based recruiter contacted me about a Chicago based opportunity for a Sales Controller, which is my top job title.

Looking forward to your profile critique...

Chris



Fred

Vice President / General Manager

Hi Abby,

We absolutely met at CafeNet in San Diego some months ago. You assisted with the review.

I was found by many more recruiters thereafter, and had potentially three offers coming, one of which I chose and you can see in LinkedIn.

You're a blessing!

Fred

Staying in Touch

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See you on Facebook & LinkedIn!

Thank you for joining us!



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