

Today Will Not Be the Same as Yesterday

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Hunting for a new job can be an arduous and sometimes unrewarding experience. One which, if you are not careful, can lead you down a path of uncertainty and negative introspection. Through my search I have had the ups and downs accompanied by swathes of emotion including anger, rejection, elation, excitement, optimism, disappointment, confusion, any and all of which will have some impact on my mental health and well being.

I understand that the recruitment process itself may be flawed and imperfect, so I remind myself that it is what it is. Just as when approaching a continuous improvement activity, today is the current state and there is a desired future state for me. In so doing, recognising that fixing the various recruitment practices is not the objective, understanding them and adapting to their nuances is, as a means to the achieve the desired outcome.

To come to terms with my situation, I take a view derived from my experience with Organisational Change Management (OCM), and as with any change concerning people, things are never clear cut or straight forward. However, this time the change is me and the impact that I can have on my future employer. The employer needs to be convinced that the change they make (i.e. hiring me) will facilitate their best outcome. This will be followed by further change in me as I adapt to a new position and a new environment.

I know that there is not just one way to communicate with employers, my path to market is broad and varied and I will apply a multitude of techniques to navigate my way through. My tenacity, pragmatism and desire keep me at it, despite roadblocks and inevitable disappointment along the way.

Each time I speak to someone, I have a goal of convincing them of my suitability for their opportunity on offer. As with OCM, I need to think of the person I am speaking with, put responses in their frame of reference and give them a reason of how I can benefit their lives, ultimately gaining their trust and support that I am the right person.

This is why I write a different letter and modify my CV each time, this is why I research a company to understand more about them, how and where they operate, their values, goals and culture. There is no such thing as a 100% fit, so I aim to show how I am adaptable with many transferrable skills. The more I know about the company, the more I increase my chances by showing how these can be applied.

What I am doing though is moving out of my comfort zone. I have become a salesman where I am the product. A product crafted through a number years of success and growth, experiences both good and bad. I am a product that continually improves, through learning and maturing, adapting to the changes I make, resulting in a change that I am to become.

Just as in Groundhog Day, every day could be the same, ad infinitum, but only if I let it. What I can make of it is what helps me pick myself up and keep going.

#wellbeing #Iamtheproduct #Iamthechange