



WAYS TO HELP OVERCOME A LACK OF EXPERIENCE

In today's competitive job market, employers often look for specific skills and prior work or industry-related experience during the hiring process. This requirement can put many strong candidates at a disadvantage, so we've outlined some proven ways to help overcome a perceived lack of experience.

Networking: Having some type of connection with the hiring manager is the best way to get an interview when you don't have the preferred experience. When the decision maker has a positive impression of you from direct contact or gets a recommendation from a trusted source, they're much more likely to give you a chance to interview for the position. Time spent developing your network will provide greater returns than just applying for open positions. Since many positions aren't advertised, networking is the only way you'll get invited to interview for these jobs.

Positive Attitude: This is great way to overcome a lack of experience, especially among entry level positions. Many hiring managers prefer a positive attitude to experience. It shows they can teach you how to be successful and you won't give up when challenges arise. Also, you won't bring any bad habits that can be developed in previous work environments.

Related Experiences and Skills: Highlighting similar or related experiences and skills which show how you can add value is another way to overcome this limitation. Find successful examples and make the connections obvious. A great starting point is to review your transferable skills. For example, if they're looking for sales experience, talk about your ability to persuade others or your public speaking experiences.



First Impressions: A positive first impression can help overcome many obstacles and limitations during the hiring process. If they like you at the start of the interview, they'll look for reasons to hire you. Fit the part by dressing, acting, and speaking in the correct manner. Lastly, don't forget to smile.

Preparation: Do your homework before the interview and understand the position, organization, and industry. Have good questions ready and prepare to deliver your best answers to their questions. Your level of preparation reflects your level of commitment, so make sure it's obvious to them.

Confidence: Our final recommendation is that you demonstrate confidence in yourself and your abilities. Ways to do this include: appearing relaxed, having open body language, making eye contact, having a firm handshake, and speaking in a calm and professional manner.