

Bob Griffiths RGA Services

Overcoming Common Challenges

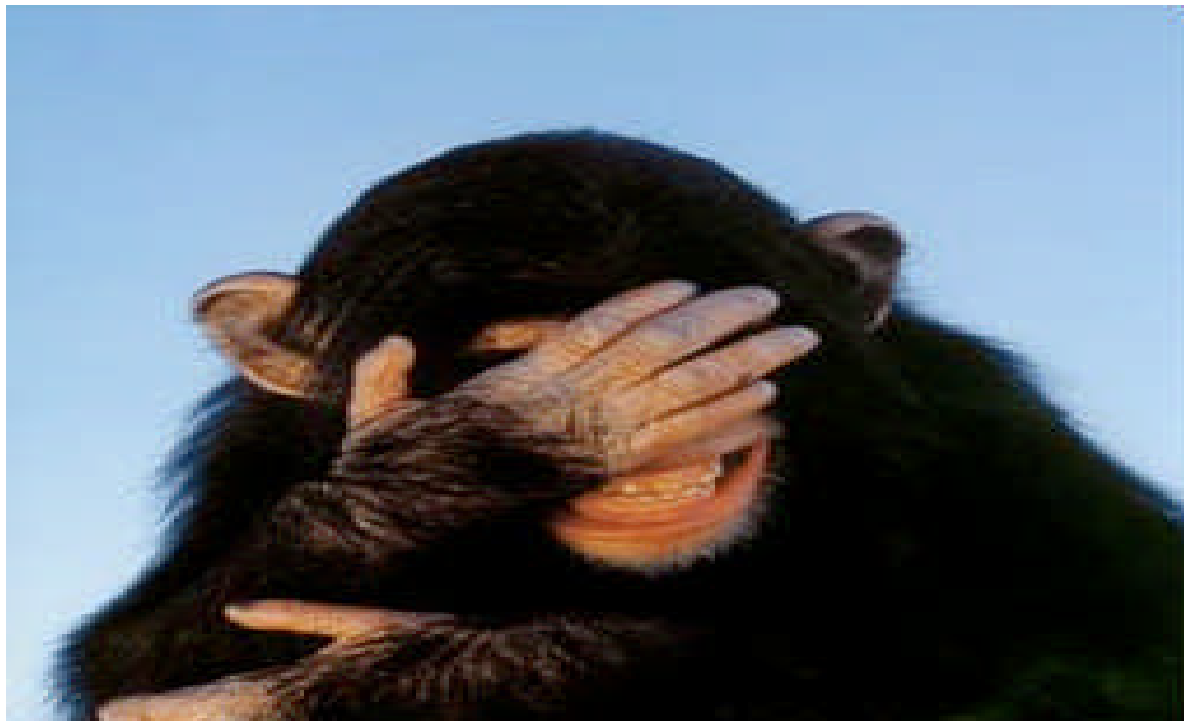
There are a variety of challenges

The most common challenge is....

FEAR!....



The position most of us choose when we have to deal with fear...



What specifically are you afraid of?

Some Common Challenges

- I think I am too old to get a new job
- I will not be able to learn new skills especially IT
- Everyone else will be younger than me
- I will be embarrassed at interviews because of my age
- No one will see my experience/character only my age
- I will not be able to cope with modern recruitment methods
- I will be much older than the interviewers

How to Deal with Fears

- Examine each one and decide if it is a real fear or just a justification for inaction
- If it is a justification ask yourself if you are prepared to face the fear that is behind it
- For the 'real' fears look at each one and decide if you know it is true or you are not sure if it is true
- Ask yourself. 'What preparation can I do to minimise this fear?'
- Make sure you do the preparation and have a go!

What are the questions you do not
want to answer?

How to Deal with Age Related Questions / Enquiries

1. Know your rights. You do not have to justify or discuss your age
2. Decide whether it is more appropriate to politely remind the employer of the law, deal with it casually or enquire about the assumption behind the question
3. Reply in a way that feels appropriate.

How to present your experience as an asset

Rule 1: Don't apologise!

- If you feel OK about your age others will too
- If you present yourself defensively then they will respond to that

How to present your experience as an asset

- Know your experience clearly, especially what you have achieved over your career
- Listen carefully to what the company needs and fit your experience around it
- Don't come across as arrogant or stuck in your ways
- Show that throughout your career you have learned, contributed and adapted
- Practise answering questions in a way which demonstrates the above.

Any Questions?

Bob Griffiths - Bio

- Qualified as a CA in 1980
- Completely useless at it!
- Trained as a sports coach through the Inner Game techniques pioneered by Tim Gallwey
- Trained as a management coach and change facilitator
- Now works as a coach, facilitator and trainer in the field of career change and management and is very happy.

Expertise and Experience

- Worked with over 300 individual clients on career choices and job hunting
- Offers CV, interview and career review sessions through the ICAEW job web site
- Specialist skills in preparation for interviews, networking and use of the Internet.

Key Challenges

- Not being defensive about your age
- Avoiding putting yourself forward because of fear of rejection
- Focussing on the negative rather than what you have to offer.