OAKLAND BUSINESS Finance

Focus on the positives when interviewing, minimize talk about problems



To fully explain why I left my set job, I need to talk about some personal problems. How should I

Anif you can actu-

All you can actuquestions about sensitive audiects, practice where the property of the propert

information that has little job relevance and is embarrassing to hear. Last week, one candidate couldn't resist describing various marital problems at length. I felt like sticking my fingers in my ears and making shrill noises as a signal to stop.

Note that a little "apple pie" thrown into an interview can actually score

Note that a little "apple pio" thrown into an interview can actually score points. For example, a brief anecdote about coaching a kids' soccer team or restoring antique furniture can suggest an interesting, well-rounded person. This is distinct from a cathartic rambling about parents, divorces, additions and financial wose. Discuss these problems with counselors, friends or retailities. Employers will back away from candidates who don't know the conversational limits of good taste.

Q what new

Andre people seem to be writing a resumes without an Objective,

opting instead for a Background Summary. I like it. While the theory behind having an Objective seems to make sense clarifying the writer's intent and giving purpose to what follows – it's a real boring way to begin a sales document.

giving purpose to what converted boring way to begin a sales document.
Unless you are entry level, changing careers, or have a motley background, most employers can figure out possible matches by looking at your work history and skills. An Objective that is too tightly worded can restrict consideration for a wider range of opportunities. An Objective that is to loosely worded, such as "Seeking a challenging position with a progressive company offering long term growth" is just a waste of ink. There's more potential harm than good in an Objective.

A less positive trend in resumes is the omission of employment dates. Older workers want to hide their ages, younger workers want to appear more experienced, and job hoppers want to

convey stability. It doesn't work.

Those of us in the employment business who are ordinarily delighted to work with these candidates just won't call people who have left off dates. These resumes seem to scream out that something is wrong or that the applicant is probably hiding something. It's hard to pursue a relationship with this uncomfortable feeling.

I hate my job. How can I start to twest

tives?

Go visiting!

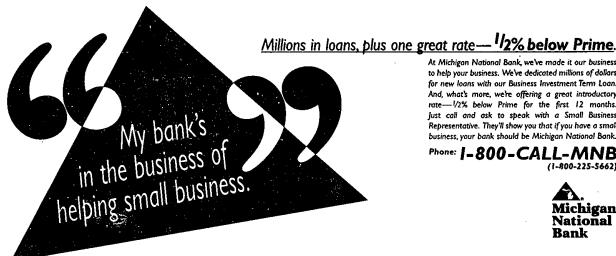
The best way to learn about different jobs and lifestyles is to talk with those who are in them. People are usually happy to share information about their own careers and can offer some good stuff bad stuff perspectives that you'll never find in a books

One of our first outpleaement candidates was sick of being an accountant and took an early retirement from Ford.

The last time we heard from Joe K., he was a motivational speaker for a well-known San Diege consulting firm — a job he found through meeting people at industry seminary. More recently, a senior-level plant

job he found through meeting people at industry seminars.
More recently, a senior-level plant manager wanted to explore the reat, the person returned to manufacturing a comfortable, well-informed decision.
Assume nothing about a job until you ask questions. Most people will be helpful and any conversation has the potential for being life changing. There are a million ways of making a buck out there. You've got the raw talent to be successful at most of them.

Send questions to George Hayes, Job Search, P.O. Box 2487, Southfield, MI 48037. Mr. Hayes is president of Emplex Corporation, an outplacement, recruit-ing and pre-employment testing firm located in Southfield.



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That's life at Springhouse, an assisted living facility for those who need extra help in their day-to-day routine, with things like dressing, bathing, and taking medications, but still want to enjoy life to its fullest. We customize care for our residents, giving them only the services they need or request. This helps them remain as independent as possible.

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For a free brochure, call us or send in the coupon below. And if you'd like, schedule a tour to see firsthand how we make a difference in the lives of our resident

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