



Take Back Control of your career

If you're in the market for a change of job, then you've probably thought about introducing yourself to a professional recruiter, rather than doing it yourself.

It may seem like a good idea but is handing over control of your career to a recruiter really your best move? Let's look at the implications, as well as your alternatives.



Protect your interests

The first thing to bear in mind is that a recruiter is not your friend. They're not even necessarily on your side when it comes to protecting your best interests. Their role is to fill vacancies and they are paid by companies to do that. This is not to imply that they will act against your best interests – it's simply best to remember that they serve the needs of the companies who hire from them and they're not paid to find you a job. And it's certainly not their job to formulate your entire career strategy.

Hiring companies normally use a variety of recruitment platforms to fill a vacancy. This means that recruiters rarely have exclusive access to a contract, so their success depends on their ability to get you in front of the hiring manager. As a result, you may well find yourself being interviewed for roles for which you are not ideally suited. It also means your CV may have been 'tweaked' in order to make the interview possible. If this happens to you, then it's definitely time to take a different approach.



Stand your ground

At the end of the day, recruiters want you to get a job. However, it may not be the job that you want, or at the salary you expect. Most recruiters earn a fee based on your first year's salary, so if you don't get a job, they get paid nothing. This means it's in their interests to make sure you land a job, even if it's a sub-par salary. But here's the thing: never, ever, let anyone try to persuade you to take a job you don't really want. Especially a recruiter.

If this sounds like an anti-recruiter rant, it's not meant to be. There are some good recruiters out there, it's just that you don't necessarily need them if you're open minded and willing to take an alternative approach. So let's examine what other steps you can take to secure your ideal next job.

Use pre-employment assessments

The first thing to consider is, 'What information does a hiring manager want?' because the chances are they won't find it on your CV. Hiring managers are increasingly turning to science-based pre-employment assessments when selecting and appointing their new recruits. These tools are game changers for the hiring process because they provide employers predictive powers on likely job performance that they otherwise wouldn't have. But they are also great news for job seekers because you can, and should get to know yourself better so you can frame meaningful conversations at job interviews, for example.

There are two strands to these assessments: (i) a Personality Assessment will tease out your inner qualities, such as your creativity, adaptability, drive, leadership, teamwork and organisation skills, and (ii) a Cognitive Assessment will uncover your innate abilities, such as logical reasoning, mental flexibility and working memory. Taken together, they give the hiring manager an objective, accurate and fair understanding of you in ways that a CV could never do.

They can use these insights to ensure that you will align well with a specific role and that you have the personality traits, work styles and skills needed to do it well. It also lets them understand how you communicate, so that your training can be adapted to best suit you.

Self awareness is empowering

This information also works to your advantage by giving you a deeper understanding of your own personality type. It also cuts through one's self-deception to let you see your real performance capabilities in their best light. Armed with this information, you're in the best possible position to match your strengths to the right role and secure the job that's the best fit for you. Most important one that you will be successful in.

You can find a plethora of personality tests online but, as with recruiters, many of them are of questionable pedigree. So it is vital to use a psychometrically valid platform, published by a trusted test developer, such as **PeopleHawk**. By building your digital career profile, you are creating a personal brand that links you straight with the hiring managers you wish to influence, giving them the information needed to make informed decisions on your candidacy.

peoplehawk.com