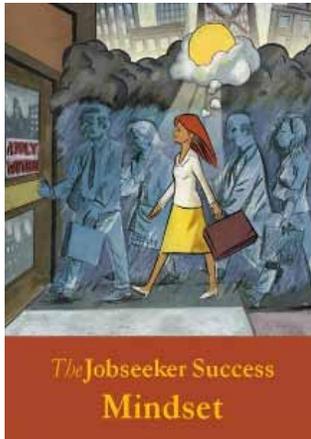




IDES Offers Training on the Emotional Side of Job Searching

by Lola Lucas



“True recovery begins first from within. Through training that improves how people think, we are reinvigorating their resilience and self-motivation to persevere in looking for jobs, despite the employment situation.” — Jeff Garton, creator of Jobseeker Success Mindset Training

Illinois unemployment is hovering around 10 percent, and one-third of the state’s unemployed have been out of work for more than a year. Workers between jobs can benefit from a new resource aimed at reducing stress and boosting morale during their job search.

“Jobseeker Success Mindset Training” is an online course offered by the Illinois Department of Employment Security to

help people find jobs faster by helping them manage their thoughts and emotions and avoid self-sabotaging behaviors. Jobseeker Success Mindset Training is accessible

Job seekers who will especially benefit from this training tool are workers older than 50, recent graduates, ex-offenders and

veterans. Given the harsh economic conditions and the “Unemployed need not apply” statements appearing in job ads, such job seekers can become discouraged and fearful of running out of options. The stress of long-term unemployment can lead to health problems as well as financial and family issues. From a state of panic or discouragement, it’s easy to fall into a “Ready, Fire, Aim!” approach where emotions stampede over logic.

Jobseeker Success Mindset Training encourages job seekers to think before taking action on decisions that are simply based on feelings and emotions. The online training consists of voice-over slides, video clips, articles, worksheets and audio files that promote relaxation to reduce stress. It also provides examples of successful job searches and tips on how job seekers can meet employer expectations at each phase of the hiring process. An applicant behaves differently than a candidate, for example, and success in matching the rhythms of the hiring dance determines who receives the final offer.

Those searching for work need the right attitude to fit in and perform well

“I found the whole [Jobseeker Success Mindset] series engaging, interesting and thought-provoking.... I am finding the audio downloads particularly helpful in keeping my spirits up and my efforts focused (and my mind out of panic-mode). Thank you so much for offering this free of charge to job seekers. It is so easy to get discouraged. It is so helpful to have the tools and mindset to persevere.”

— an IDES customer

on the job. Unless they demonstrate they can be cheerful, productive team members, employers simply will not select them. Employers hire people, not their paperwork or self-promotion skills. They rely on behavioral interviewing to probe deeper than polished appearances. If the question, “Why did you leave your last position?” results in a story of misery and wrath, then the interview is already over, no matter how many more minutes it lasts.

Jobseeker Success Mindset Training teaches job seekers how to avoid such outcomes. It shows job seekers how to create chemistry with prospective employers, rather than waiting for it to happen at random. It helps job seekers develop resilience as well as the ability to perform their jobs well. In addition, the training benefits employers by improving employee optimism and productivity.

Climbing out of the Great Recession is taking longer than anyone expected. IDES is making available more resources to help reduce employment barriers. The addition of Job Seeker Mindset Training to IDES’ website was funded by the American Recovery and Reinvestment Act.

Getting people back into the workforce is a high IDES priority. In addition to offering Jobseeker Success Mindset Training, IDES provides training on job hunting, resume writing and interviewing through its online career tools and the seminars held at its Illinois workNet Center locations located throughout the state.

Lola Lucas is an Illinois Department of Employment Security Career Resource Specialist who trains educators, counselors, administrators and workforce development professionals on using IDES career resources.