

5 Simple Tips To Beat Age Discrimination (or Bias) In Your Job Search



Host: Peggy McKee



The Webinar Will Begin Momentarily
Please Make Sure Your Speakers Are On



5 Simple Tips To Beat Age Discrimination (or Bias) In Your Job Search



Peggy McKee

A grid of book covers for seven titles by Peggy McKee, arranged in two rows. The top row includes "How To Answer Interview Questions" (2 books), "How To Answer Interview Questions-II", and "Jumpstart Your Job Search". The bottom row includes "FINDING A JOB FAST, USING A 30 60 90 DAY PLAN", "How To Ace Your Phone Interview", "How Do You Prepare For An Interview?", and "Work with Recruiters Effectively". Each book cover features the author's photo and the title prominently. Logos for Amazon, Audible.com, and Barnes & Noble Booksellers are at the top of the grid.

5 Simple Tips To Beat Age Discrimination (or Bias) In Your Job Search



Peggy McKee

Available on

A blue and white logo featuring a speech bubble shape with the text "JOB INTERVIEW Q&A".
A circular logo with a blue and green design, containing the text "JOB INTERVIEW QUESTIONS PREP".
A logo with the words "JOB Search" stacked above "Tips", with a question mark icon.
A logo featuring a caduceus symbol (a staff with wings and a lightbulb) and the text "Med Sales JOBS".
A logo with a large red checkmark inside a box, with the text "RESUME REVIEW pro" below it.

**Make sure you won't have
any interruptions...**

**We're going to cover a lot of
ground today and give you a
ton of great information.**



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I Will Take Questions (At the End of the Presentation)

- ✓ I Will Take as Many Questions as I Can in the Time Left
- ✓ I Won't Be Able to Get to Every Question
- ✓ I Will Look for Commonalities in Questions to Choose Topics that Interest You as a Group
- ✓ If You Have a Question Please Do Ask, But...



Hold Your Questions Until the End

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Navigation

The screenshot shows a Google+ Q&A session titled "Q & A with Peggy McKee (LIVE)". On the right, there is a profile picture of Peggy McKee with the text "Peggy's Personal Coaching". Below the profile picture is a "More Info" button. At the bottom left, there is a "Webinar: Chatroom" window showing a transcript of a live chat. The transcript includes messages from users like Sylvia, Annette, Diane, Bert, and Nicole. A "Career CONFIDENTIAL" watermark is visible at the bottom right of the slide.

On Air.

Webinar: Chatroom

(01:26 PM) e: Yes!!! it helps!

(01:26 PM) Sylvia : This is a good starting point, most I already do.

(01:26 PM) Annette : Yes. I think this presentation will help me.

(01:26 PM) Diane : How to handle the salary question??

(01:27 PM) Bert : It's valuable. We just need to study it, practice, and apply it

(01:27 PM) Nicole : Even with a "new" superior?

(01:27 PM) support: @Diane - please add some detail regarding what aspects you need help with

Your message: Send

Information
for You

Chat



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Your FREE Gift for Attending

- Click the “Download” button

Respond Here

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Poll #1

Do you have multiple interviews in the next 4 weeks?

Respond Here

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Your secret to job search success!

3 Things That Keep Most People from Getting Interviews:

1

Your cover letter isn't strong enough.

2

Your resume isn't strong enough.

3

You are applying for jobs online.

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How to Beat Age Discrimination!

- Expert Advice
- Easy Strategies
- Training Session
- How You Can Get Additional Training
- Question and Answer Session

By the End of This Webinar, You **Will Know How** to:

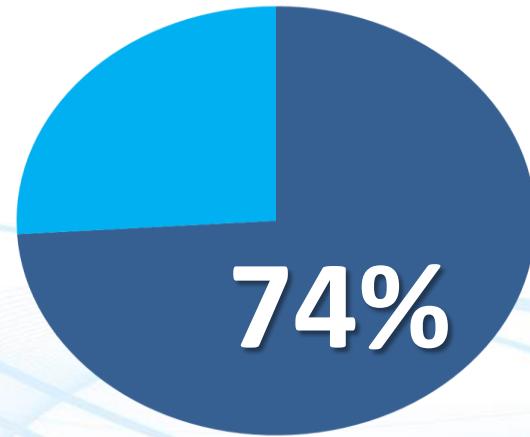
- ✓ Beat the 5 Biggest Biases Against You
- ✓ Show Them How Valuable You Are

And Get the Job!

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Age Discrimination Is a Huge Problem



Interns Over 40 Recently Did a Survey on LinkedIn and 74% Said They Had Experienced Age Discrimination During the Hiring Process

3 out of 4 people have encountered age-related issues that affect their livelihoods.

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A Lot of People Respond by Getting Angry

- They Want to Protest in Some Way, or even Sue
- Any Kind of Discrimination in the Workplace Is Illegal
- Age Discrimination Is Especially Hard to Prove
- People Feel Discouraged and Hopeless



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A Two-Pronged Approach

- 1. Strong Proven Strategies to Beat the Obstacles and Biases You Face as an Older Job Seeker**
- 2. How to Overcome the 3 Biggest Challenges to Getting Interviews**



1st Bias: Appearance That Does Not Indicate Energy and Drive



Does this person have the energy and drive to do this job?

One of the Best Ways to Help Them See That This Is Not an Issue with You Is in **How You Present Yourself Physically**

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In Our Culture, Youth Equals Energy

Present an **Energetic Appearance** to Employers –

- Make Sure That Your **Haircut** Is Up-to-Date and Stylish
- Buy a **New Interview Suit**



They want to see someone who's active and vital.

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If You're Able, Exercise Regularly

- Work Out
- Go for Walks
- Hike
- Golf
- Dancing



Any physical activity makes them shift into thinking of you as active and energetic, with the physical stamina to do their job.

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Active Hobbies Play in Your Favor

Talk About Active Hobbies –

- Yoga
- Swimming
- Judo
- Volunteer Work
- The Latest Industry-Relevant Book You Read
- The Class You Took
- Something New You Learned



Show you as someone who's active, engaged, and still interested in growing.

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2nd Bias: Technology

A Lot of Employers Believe That Many Over-40 and 50 Workers **Don't Understand New Technology** and ***Don't Want to Learn It.***

That They –

- ☒ Can't Use Smart Phones
- ☒ Don't Know About Apps
- ☒ Don't Understand Social Media
- ☒ Can't Create PowerPoint Presentations
- ☒ Don't Know the Latest Software



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You Need to be Active Online

- Establish a **Facebook** Page and **LinkedIn** Profile
- **Join Groups** in LinkedIn and Participate in **Group Discussions**
- **Update Your Status** Regularly – Talk About the:
 - Class You Just Took
 - Book You Are Reading
 - Hike You Just Went On
 - Interview You Just Got



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Employers Will Look for You

Make Sure That They Will—

1

Find You

2

See You as Someone Who's Active, Up-to-Date, Positive, and Participating in Relevant Activities

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Learn What You Don't Know

- Take a **Class**
- Ask Your Kids or Your Grandkids About **Popular Apps**
- Put Together a **PowerPoint** Presentation



These things are **very important**
for older job seekers.

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3rd Bias: Older Workers Won't Be Able to Work for a Younger Boss

- This Is an **Attitude Issue** That Can be Overcome
- You Need to Have a '**Coach-Ability**' Quality:
 - Ability to Take Direction
 - To Learn New Things
 - Be Willing to Take Constructive Criticism



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Be Receptive to the Idea of Having a Younger Boss

- No Matter How Young They Are, They Are in That Position for a Reason
- You Can Learn Something from Them



The attitude of coach-ability puts you in a much better mental place for the job search.

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A Younger Boss May Feel Awkward Giving You Direction

- Show Respect and Deference
- Don't Tell Them How Much You Can Teach Them
- Don't Act Superior
- Smile
- Make Them Comfortable



Your positive attitude will come through immediately.

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Ask Questions Throughout the Interview

- Ask About –
 - The Job
 - The Company
 - Their Opinion
- Mention You've **Worked for Someone Younger Before**
- **Give Examples** of Times You Learned Something New



Be strategic in your interviews.

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Role Play a Job Interview with Someone Else

- A Career Coach
- Someone Younger Than You
- Practice Interview Questions and Answers



Practicing your answers will make you sound better and more positive in the interview.

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4th Bias: Older Job Seekers Are Not Open to Change

- Stuck in Your Ways
- You Get **Comfortable** with How You Do Things
- Say Things Like –
 - *"This is the way we've always done it, and it works just fine."*



Change happens fast in the workplace.
They need employees who can adapt, too.

Prove That You're Open to Change

- Tell Stories in the Interview
- Things That Speak to Being Open to Change –
 - Keeping Up with Technology and Social Media
 - A New Hobby
 - Enrolled in a Course to Develop Your Skills



Even the fact that you're in a job search shows
that you are open to change.

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5th Bias: The Money

- One of the **Biggest Concerns**

Employers Have Is –

- With You're Years of Experience, You'll Expect a Bigger Salary
- You Won't Work for What They Can Afford to Pay
- If You Do Take the Job, You Won't Put Up with That Low Salary for Long



It's a Reasonable Assumption

- Most People **Want to Climb Up the Ladder**
- If This Job Is a **Downward or Lateral Step**, You Automatically Become Suspicious
- They Can't Imagine That You Would **Willingly Take a Pay Cut**



**They assume that you'll have one foot out the door,
constantly looking for something better.**

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How to Fight This Bias

- Your **Attitude** Needs to be:
 - *“I want to work and contribute. The money is a secondary consideration.”*
- Give Them **Real Reasons** Why You’re Interested in the Job –
 - Less Stressful
 - Less Hours
 - Miss the Hands-On Work
 - Shorter Commute
 - Requires Less Travel
 - Requires More Travel
 - It’s Something You’ve Always Wanted to Do



“You’re Overqualified for This Job.”

Sometimes That’s **Code** For:

- ‘*You’re Too Old*’
- ‘*You’ll Cost Too Much*’
- ‘*You Won’t be Happy Here and You’ll be Gone in 6 Months.*’



All your personal reasons for wanting the job are going to help you here.

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A Really Great Response Sounds Like:

"I do have a lot of experience, but that's great news for you. You're going to have someone who's done this before, who understands what it takes to be successful and can do that again for you."

Show them that your combination of experience and personal reasons make you a great deal that they'd be crazy to pass up.

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Be Successful in the Job Search

The 3 Biggest Things That Sell You For the Job:

1

Get a very good resume, and eliminate the biggest resume issues for older job seekers.

2

Get more interviews.

3

Be the best-prepared candidate in the interview.

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How to Really Set Your Resume Apart

Older Job Seekers Have Unique Issues,
Mostly Having to do with **Dates** and
Experience –

- Resume Should Be No More Than 2 Pages
- Only List the Last 10-15 Years of Your Work History
- Edit Your Accomplishments
- Don't Take Dates Off Your Resume



Transform Your Resume Into a Marketing Document

Your Resume's Job Is to Sell You Like a Product –
As a Marketing Brochure for You

You



Product

Hiring Manager



Buyer

Your Resume Needs to:

- Grab Their Attention
- Be Easy to Read
- Quickly Communicate Why They Should Call You

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The Best Way to Grab a Hiring Manager's Attention with Your Resume

- Change Your List of Job Responsibilities to a **List of Quantified Accomplishments**
- Quantifying Your Accomplishments Means to Talk About Them in Terms of:
 - Numbers
 - Dollars
 - Percentages



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For Example:

Responsible for bringing in new customers

Brought in 3 key accounts worth \$600,000

Responsible for maintaining database accuracy

Maintained 100% database accuracy over 3 years

Responsible for marketing and promoting events

Marketed and promoted 6 national-level events worth \$10M in revenue

Hiring managers love to see numbers on your resume.

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Make Your Resume More Attractive

- Put Quantified Accomplishments in Bullet Points
- Avoid Long Paragraphs
- Highlight with White Space
- Bullet Points:
 - Draw the Eye
 - Easy to Read



Hiring managers are busy, so they read fast.
Bullet points are ideal for them.

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Poll #2

If your resume grabbed the attention of the hiring manager would you get more interviews?

Respond Here

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Recruiter

Peggy McKee

- 3rd Party Recruiter for 15 + Years
- **Guarantee** Candidate an Interview
- **Required** Candidates to **Quantify** Their Resumes

- Those **#\$%**s Will Set A Positive Bias
- Quantification Provides a **Better Starting Position**
- Candidate is Perceived to Have **More Value**



Poll #3

Would you like to guarantee
that your resume is fantastic by having
me personally review it?

Respond Here



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Peggy Reviews Resumes From Around the World

- 90+ Countries
- Resumes Do the **Same Job** in **EVERY** Country
 - Resume's **SELL** the candidate
 - Set The Bias
 - Get You The Interview

What's another benefit of updating the resume?

**Send it out with a subject line:
'My Updated Project Management Information'
or whatever applies to you!**

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Get Your Resume to the Hiring Manager



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Find Your Hiring Manager

Your Hiring Manager Will Have The
Same or Similar Titles As...



Your Boss



Your Boss's Boss

Send your resume to people who have the same or similar titles at companies where you'd like to work.

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This Is a Very Different Approach

- Most People See a Posting and Follow the Directions to –
 - Fill Out an Application
 - Send in Resume by Email
- This Is Especially Bad for an Older Job Seeker



There are just too many people applying for those positions and you'll get knocked out.

Those Resumes Go to Human Resources

- HR Ends Up with a Stack of **100+ Resumes**
- Go Through Resumes **Fast**
- Toss Anyone Who Isn't **Perfect**



**They keep an eye out for anyone like you,
who might have a little ‘too much
experience’ and might cost too much.**

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Target Smaller Companies

(~200 to 2500 Employees)

Smaller Companies –

- More Flexible
- Hire Quickly
- Promote Often
- Less Applications
- Greater Responsibility
- Greater Visibility



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Imagine This Scenario...

It's like the unpopular smart girl in high school who has her heart set on the football star who ignores her.

Meanwhile, she's ignoring the super nice guy who would really appreciate her.



Pay attention and look around for someone who wants you. Find as many opportunities as possible, as fast as possible.

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Smaller Companies



Silicon Valley Bank

BINGHAM



HITACHI
DATA SYSTEMS



FACTSET

Ultimate
SOFTWARE

People first.

Career
CONFIDENTIAL

Your secret to job search success!

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Job Searching Is a Numbers Game

Play Those Odds So They Fall in Your Favor

# of Hiring Managers Contacted	# of Interviews
10 - 15	1

Job Searching Is a Numbers Game

Play Those Odds So They Fall in Your Favor

# of Hiring Managers Contacted	# of Interviews
10 - 15	1
100	5 - 10

Job Searching Is a Numbers Game

Play Those Odds So They Fall in Your Favor

# of Hiring Managers Contacted	# of Interviews
10 - 15	1
100	5 - 10
200	10 - 20

- ➡ The more hiring managers you contact, the **more interviews** you'll get.
- ➡ The more interviews you get, the better chances you have at **a job offer**.

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Poll #4

If you contacted 100+ hiring managers would you have more interviews?

Respond Here

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Contacting 100+ Hiring Managers Changes Everything

- **Aggressive** Coaching Candidate
- He **Aggressively** Worked His Job Search
- Strong Background—
 - Found a Mediocre Position



**“I didn’t know you could do this, I didn’t know how, and I can’t believe this.
This changes everything!”**

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You Have to CRUSH Your Interviews

- Pete Carr, Retail Flooring Store Manager for **30 Years**
- Going Up Against **30 Other People**
- Got My **30-60-90-Day Plan** and Tailored It for His Next Interview

Pete Got Hired as a
General Manager for ALL
the Stores

Got a **Big Raise –**
A 6 Figure Salary

**That's what it means to crush an interview:
To do so well that it goes beyond your expectations.**

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What Is a 30-60-90-Day Plan?

- A 30-60-90-Day Plan Allows You to **Communicate Your True Value** to the Hiring Manager
- It Answers the **4 Questions of Every Hiring Manager:**
 - 1 Do you understand the job?
 - 2 Can you do the job?
 - 3 Will you do the job?
 - 4 Do you pose a risk to his continued employment?

What Is a 30-60-90-Day Plan?

A 30-60-90-Day Plan Is a **Written Outline of Your Goals and Action Steps** for Your First 3 Months on the Job

First 30 Days

Training and Orientation

Next 30 Days

Getting More Involved and Making Preparations for the Last 30 Days

Last 30 Days

Focuses on Your Launch as a Fully-Functioning Member of the Organization

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The More Detailed Your Plan the Better

A 30-60-90-Day-Plan Answers The Hiring Manager's Questions

- 1 It **demonstrates that you understand the job**, because you've listed out this specific list of action steps that illustrate your knowledge.
- 2 It **shows that you can do the job**, because you have a list of goals and priorities for your first 3 months. You know what the job entails and what needs to be done.
- 3 It **shows that you will do the job**, because you've used this plan to set your goals. Any manager knows that if you write down a goal, you are much more likely to achieve it.
- 4 It **shows that you are not a risk to his employment**. If he doesn't do a good job hiring someone, it reflects badly on him. This plan shows him that you're going to do a good job for him.

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A 30-60-90-Day-Plan Changes the Interview Dynamic

- Instead of Just Answering Questions, You'll Have a Back-and-Forth, Real Conversation Between Professionals
- Puts the Hiring Manager on Your Side Psychologically
- The Hiring Manager Can Picture You Working for Them



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Come at Your Job Search with Strategic Thinking

- ✓ Overcome Age-Related Biases Against You
- ✓ Sell Yourself with a **Resume that Acts as a Marketing Document**
- ✓ Go Directly to Hiring Managers to Get Interviews
- ✓ Stand Above Other Candidates with Your **30-60-90-Day Plan**

**It won't matter how old you are.
You will be wildly successful.**

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Reactions

- ✓ Tips to Beat Age Discrimination
- ✓ Turn Your Resume into a Selling Document



- ✓ Go Around HR to Contact Hiring Managers Directly
- ✓ Create a 30-60-90-Day Plan



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When Deciding Between Candidates...

Hiring Managers **Don't Want** a Coin Toss....



They Want a
Clear Winner



Who do you think will
get the job offer?

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Not Sure About 30-60-90-Day Plans?

Jesse's Story:

I have been in sales most of my 58 years on this planet—the other, in management. **I first heard about the Career Confidential 30/60/90 Day Action Plan ...the day before I was going on my 2nd interview....**

I waited for the right moment then, before I knew it, **I was in total control with the VP on my left and the Director on my right engaged on what we would be doing together in the next 90 days!**

When I was through, the VP asked the Director: You have any questions? She rolled-up the sheet of questions she had, paused, and replied, "At this time, I can't think of anything" and smiled!

The VP was so impressed that he opened up another window of opportunity, stating that they do have expansion plans ...[and] I would fit in and they loved the strategies for personnel that I presented, etc., etc,...in other words....Thank You! I felt GREAT coming out of that interview! I had never felt that way before.

I was offered a different position, plus way more than I was asking, plus benefits, with an annual salary review!

Poll #5

If you brought a detailed,
comprehensive 306090 day plan
to interviews, would you get more offers?

Respond Here

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306090 Day Plan Allows Effective Communication

- Candidate in Southern California
- I Knew All the Other Candidates
- My Candidate Was the **Stronger** of the Group
- My Candidate Did **NOT** Take the 306090 Day Plan

Her competition DID take a 306090 day plan!

- Her inferior competition was able to **effectively** communicate her **value** using the **306090 day plan.**
- **My Candidate Did NOT Get the Job**



This is why you MUST have a 306090 day plan.

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Derek's Experience

Derek Took a 5 Year Career Break Upon the Death of His Wife

- Applied to Many Job Openings
 - Ignored or Turned Down
- Invited to an Interview
 - It Went Dreadfully
 - He Could Have Done the Job With His Eyes Closed



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A Vivid Demonstration of Success

Received Another Interview at Another Company

- Purchased the 30/60/90 Day Plan
- Studied and Prepared the Plan
- ...the Interviewing Manager said,

“I was the best prepared candidate he had ever seen and they would be mad to let me go.”

- Derek Was Invited Back for Another Interview for a More Senior Role
- Again, He Did a 30/60/90 Day Plan

He Got The JOB!

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Dereck's Story is Important

- The Company Created a **Job Just For Him** Because—
 - His 30 60 90 Day Plan Was That Impressive
- You **Can** Have a Gap in Your Employment
- The **30 60 90 Day Plan** Will Boost Your Interview Results



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Poll #6

Would you like to know for sure
you have a super impressive 306090
day plan by having me review it?

Respond Here

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Start Earning Money Next Month!

Just Think If You Get a Job Just One Month Earlier:

\$ 30,000 a Year → You Will Earn An Extra	\$ 2,500
\$ 60,000 a Year → You Will Earn An Extra	\$ 5,000
\$ 120,000 a Year → You Will Earn An Extra	\$ 10,000

**This kind of benefit is worth using every resource
you can get your hands on. You deserve
to get the job you want.**

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Need More Direction and Coaching?

Special Bundle of Tools and Training

It Will Guarantee Your Success

Exceed the Hiring Manager's
Expectations With—

- Resume
- Contact
- Interview Performance



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Job Search Essentials Kit

This is the collection that's been transforming stalled-out, difficult, discouraging job searches into wildly successful, uplifting experiences for thousands of job seekers.

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#1

Extreme Resume Makeover Kit

- 1 Hour of Video Coaching and Examples
- How to Write a Winning Resume from Start to Finish
- Fill-in-the-Blanks Template Gives You a Perfect Resume
- 4 Sample Resumes (4 Careers) Give You More Ideas



THIS Resume Will “Sell” You for the Job and Get INTERVIEWS!

*Personal resume review by Peggy McKee
for everyone who uses the Extreme
Makeover Resume Kit!*

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#2

Hidden Jobs Finder

- Complete, Step-by-Step System
 - Find HUNDREDS of Hiring Managers
 - (Hiring Managers = JOBS!)
 - EASY
 - Know What To Say To Get Interviews
 - Sample Messages PROVEN to Get Good Responses (Put Your Personal Info In Them)
- Job Seekers say:
 - “I just got 3 interviews in 3 weeks!”
 - “This got me more interviews than I’ve had in a year of job searching.”



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Groups Jobs Inbox Companies News More People ▾
3,444 results

Kimberlee Slavik 2nd
Global IT **Sales & Marketing Leadership** | Business Strategy | Executive Business Development | CEO | P&L | Cloud Dallas/Fort Worth Area - Information Technology and Services
▶ 6 shared connections · Similar

Dan Lundberg 2nd
District **Sales Manager** at Ingersoll Rand Security Technologies Phoenix, Arizona Area - Information Technology and Services
▶ 2 shared connections · Similar

Mike "Bernie" Klein, MBA 2nd
Sales/Sales Management Executive Leader Greater Chicago Area - Information Technology and Services
▶ 12 shared connections · Similar

Alex W. 2nd
Inside **Sales Manager** Greater Los Angeles Area - Information Technology and Services
▶ 7 shared connections · Similar

Cheryl Barger 2nd
US Central **Sales Manager** - Consulting at Hewlett-Packard Cincinnati Area - Information Technology and Services
▶ 1 shared connection · Similar

Matthew Koenig 2nd
Sales Manager at New Horizons Computer Learning Center Atlanta, GA
Greater Atlanta Area - Information Technology and Services
▶ 5 shared connections · Similar

Don Ranke 2nd
Regional **Sales Manager** Greater Atlanta Area - Information Technology and Services
▶ 2 shared connections · Similar

LinkedIn: IT Sales Managers - 3441 Results

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Srikanth Iyer GROUP

Sr.Executive-Public Sector & Commercial **Operations**
Houston, Texas Area - Information Technology and Services
► 2 shared groups · Similar



Dan Williams

Director, Sales **Operations** at Hitachi Data Systems
Kansas City, Missouri Area - Information Technology and Services
► 1 shared connection · Similar



Prashanth Upadrashta CIR, CDR, ACIR, CSSR,
PRC 2nd

Vice President- Global **Operations** and Delivery at Tech-Pro
President- Minnesota Cricket Association
Greater Minneapolis-St. Paul Area - Information Technology and Services
► 29 shared connections · Similar



Mike M.

Director of Sales **Operations** - Black Diamond Technologies
Greater Chicago Area - Information Technology and Services
► 1 shared group · Similar



David Izett

Director of Business **Operations** at TEKsystems
Tulsa, Oklahoma Area - Information Technology and Services
► 1 shared connection · Similar



Jennie E.

Marketing **Operations**, Higher Education Software & Services
Solutions at Ellucian
Orlando, Florida Area - Information Technology and Services

LinkedIn: Directors of Operations - 1059 Results



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LinkedIn:
Finance Managers -
822 Results



Dave Gebhardt 2nd

Corporate **Finance** at Procter & Gamble
Cincinnati Area · Consumer Goods
▶ 1 shared connection · Similar



Mark C. GROUP

Financial **Manager** at IBM
Austin, Texas Area · Information Technology and Services
▶ 1 shared group · Similar



Kenneth G. GROUP

OSM - NA Major Incident **Manager**
Columbia, South Carolina Area · Information Technology and Services
▶ 1 shared group · Similar



Justin McAnear 2nd

WW Logistics Controller at Apple
San Francisco Bay Area · Consumer Electronics
▶ 1 shared connection · Similar



Aaron S. GROUP

International **Finance Manager** at Callaway Golf
Greater San Diego Area · Sports
▶ 1 shared group · Similar



Steve S. GROUP

Finance Manager at Symantec
Eugene, Oregon Area · Computer & Network Security
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www.linkedin.com/pub/.../us-97-Washington-D.C.-Metro-Are...

... Senior Political and Military Advisor, at Assistant Secretary of State, **Near** East Asia, ... Harnessing the **power** of entellitrak-- a unified BPM platform for Case and ... Financial Reporting & **Accounting Manager** at Sucampo Pharmaceuticals, Inc., ... Summary: An accounting professional with over **10** years of fundamental and ...

[DARCY - Washington D.C. Metro Area](#)

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DARCY in **Washington D.C. Metro** Area ... at SAS, Commanding Officer at COMSUBGRU **10** Force Protection Det 1 - US Navy Reserve ... U.S. Navy Reserve, Division Director / Instructor at US Navy - Nuclear **Power** Training Command, ... Advisor - Asia and the **Near** East at USAID, Manager, Government Affairs at Medtronic, ...

[Trahan, Jr - Washington D.C. Metro Area](#)

www.linkedin.com/com.../us-97-Washington-D.C.-Metro-Area

Trahan, Jr in **Washington D.C. Metro** Area ... Defense, Senior Political and Military Advisor, at Assistant Secretary of State, **Near** East Asia, ... Inc. Past: Financial Reporting & **Accounting Manager** at Sucampo Pharmaceuticals, Inc., ... at Lafayette; Summary: An accounting professional with over **10** years of fundamental and ...

[Christopher Bridges profiles | LinkedIn](#)

www.linkedin.com/pub/dir/Christopher/Bridges

Extensive experience in the management of off-shore and **near**-shore teams ... and Hybrid Vehicles, Active/Passive Energy Regeneration, Solar / Wind **Power** ... Inc, Tax Associate at Dixon Hughes PLLC, **Accounting Manager** at Kingsway United Kingdom (21); Greater Atlanta Area (10); **Washington D.C. Metro** Area (8) ...

[Toronto, Canada Area Accounting/Auditing Jobs | LinkedIn](#)

www.linkedin.com/jobs/fi-Accounting.../acct-ca-4876

Show less... **10** of 101 jobs ... View all jobs ... Bullfrog **Power** - Toronto, Canada Area - Feb 7, 2013 ... Reporting to the **Accounting Manager**... more... View Job ...

[Justin Williams profiles | LinkedIn](#)

www.linkedin.com/pub/dir/Justin/Williams

Acceptance Blog in AdAge **Power** 150. ... Interview with Social Media Portal - http://www.socialmediaportal.com/Profiled/2009/**10**/Social-Media- ... Consultant; Past: Management Consultant - Interim Controller/**Accounting Manager** at ... of Steam or Motor Vessels of net more than 100 Gross Tons Upon **Near** Coast Waters.

Google: Search Strings
Search:
Accounting Manager – Washington
DC Metro -
1410 Results



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[**Financial Reporting Accounting Manager Needed in N. Dallas ...**](#)

www.facebook.com/note.php?note_id=235066734037

Frontline Source Group Temporary Staffing wrote a note titled Financial Reporting Accounting Manager Needed in N. Dallas! Read the full text here.

[**Facebook Careers | Facebook**](#)

<https://www.facebook.com/careers/teams/sales>

Sign UpConnect and share with the people **in** your life. ... Account Manager, CPG (Chicago); Account Manager, Finance (Chicago); Account Manager, Global ...

[**Financial Reporting Accounting Manager – Dallas Texas | Facebook**](#)

ko-kr.facebook.com/.../accounting-manager-dallas.../3467575...

... Staffing님이 Financial Reporting Accounting Manager – Dallas Texas라는 제목의 노트를 ... Participates **in** the preparation of financial statements, controls the ...

[**Thomas, Edwards... | Facebook**](#)

www.facebook.com/permalink.php?story_fbid...id...

109) **in** the US and International subsidiaries, coordination of accounting for income taxes ... Accounting Manager – East Dallas – To \$75k: Private equity owned ...

[**MasonBaronet - Dallas, TX - Advertising Agency - Notes | Facebook**](#)

www.facebook.com/masonbaronet/notes

Dallas, Texas - MasonBaronet, a leading marketing communications firm ... Sara Patin joined MasonBaronet as our newest **account manager** **in** April of 2011.

[**Frontline Source Group Temporary Staffing | Facebook**](#)

www.facebook.com/pages/Frontline-Source.../234348976711

Our team is growing and is looking to add an experienced and dynamic Sales/Business Development **Account Manager** **in** our Downtown Dallas branch.

[**Marketing Concepts - Dallas, TX - Company - Map | Facebook**](#)

www.facebook.com/.../page_map

Bruce Marlin - President of Marketing Concepts, has deep roots **in** audio, video ... Retail Sales and **Management** (Dave Kelsey's Audio Concepts and Westlake ...

[**Accounting Manager – Infrastructure | Facebook Careers | Facebook**](#)

<https://www.facebook.com/careers/department?dept=legal...>

Facebook, Inc. is seeking to fill the position of **Accounting Manager** – Infrastructure. ... In this role you will be a key member of Facebook's Accounting ...

Google Search String:
Facebook - Dallas
Accounting Managers -
1750 Results

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Easily find NAMES and EMAIL addresses of hundreds of hiring managers.

- Anyone can do this (I'll show you), using:
 - LinkedIn
 - Facebook
 - Google Boolean Search
 - Telephone Sourcing (call the company directly to get the name)



www.company.com

If one method doesn't get you the information you need, another one will.

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Scripts

- Actual “Scripts” to Start Your Conversation
 - Positive, Powerful, Professional
- Proven To Get The Attention Of Hiring Managers
 - Customizable For You
 - (Won’t Seem “Scripted”)



You will have fresh, energetic, positive words that get results.

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Hidden Job Finder: Messaging Appendix Table of Contents

Custom Messages
For Every Situation!

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You need to CRUSH those interviews.

Do such a spectacular job that you get a job offer!

- It's All About Communication
 - Can you answer those 4 questions the hiring manager has?
 - Do you understand the job?
 - Can you do the job?
 - Will you do the job?
 - Will you pose a risk to his or her employment?



That's why we talked about putting together a
30-60-90 Day Plan for your interview.

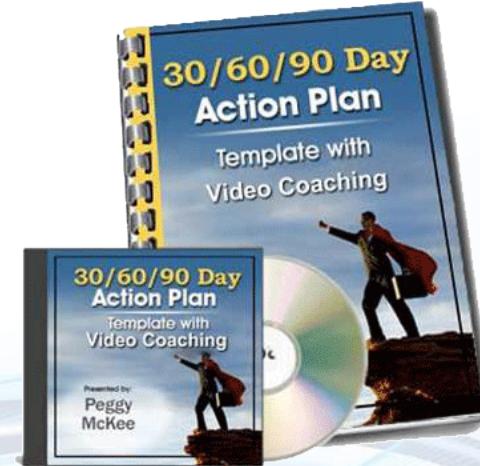
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#3

30/60/90 Day Action Plan

- Your Job Interview **Miracle Tool**
- The Step-by-Step Information You Need
 - How To Create Your Plan
 - How to Talk About it in the Interview



I show you what's important
and where to find it!



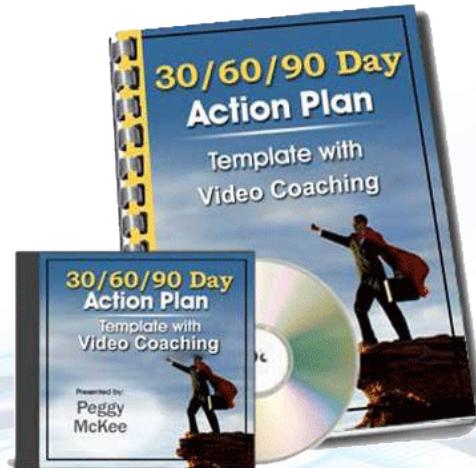
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#3

30/60/90 Day Action Plan

No ‘agonizing’ over what goes where—

- What goes in the 30-day section?
- What goes in the 60-day section?
- What goes in the 90-Day section?



**I show you, so you will get it
exactly right.**

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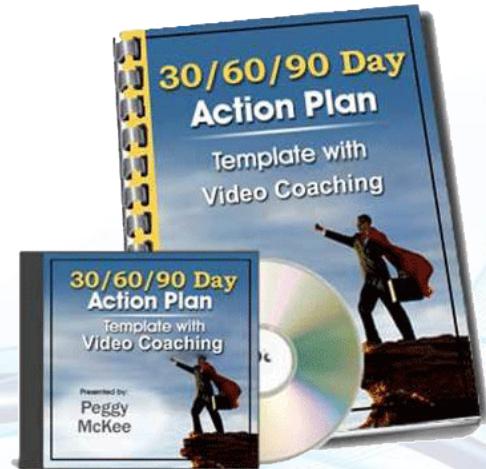


#3

30/60/90 Day Action Plan

- No worries about how you're going to bring it up in the interview.
 - I tell you **when** to talk about it.
 - I give you the **words** and **phrases** to use.
 - You will feel very **confident**.
 - You will save **HOURS** of time.
 - I have used these with candidates for years.
 - I've got it down to a science.

You get a plan that is PROVEN to impress hiring managers in interviews.



What does this mean for you?

- ✓ Complete, Fill-in-the-Blank Template
- ✓ Sample Plans to Look at and Learn From
- ✓ PowerPoint Templates (8) For a Bigger Presentation
- ✓ I Look Over Your Plan and Give You Feedback

You will be GUARANTEED to have a plan that will impress the socks off anyone you interview with.

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I know this can happen for you...it's happened for thousands just like you, in their 40s, 50s, and 60s, who have found tremendous success with this approach.

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We Get Constant Feedback Like This:

Hi Peggy...

I just wanted to thank you. You're a valuable resource to anyone and everyone who is in the midst of a job search.... I was downsized due to funding from my job. I was devastated, as I had never - in 40 years of employment - been without a job.

...I landed a fabulous job last week ... I'm so thrilled. I'm 60 years old and I defy anyone to say that age is a problem. Not so. This was the third offer I received in the space of 5 months.

I believe the process can happen if you ...do the search the right way. I "gut-wrenchingly" turned down two other offers. They just weren't for me....if I'm going to work for another 5-7 years - it's going to be at something that I love.

Best Regards,
Nancy Dickey

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We Get Constant Feedback Like This:

Hi Peggy

I would like to say a big 'Thank you' to you. I have put your advice into 'action' and was offered a position today from a quality company.

I am in my 50's and looking at the employees, it looks as if I will be the most mature of the employees in the company and it did not affect my chances.

Your experience, advice and enthusiasm help[ed] me tremendously to have the confidence to answer the questions correctly, knowing the reasons behind the questions, so I was armed with the correct tools, to do as you say 'nail that job'. Thank you once again.

Regards,
C Frost

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We Get Constant Feedback Like This:

Peggy,

...I have never been unemployed before. However, after 14 months of unemployment, I got a job. I could not have done it without your help.

I succeeded in entering a new field (without inside experience) at 60 years of age.

I did everything you said from getting on LinkedIn, creating a resume that showcased my transferrable skills, going around HR, persistence, getting with the hiring manager, all of it.

I had four levels of interviews. The second, third and fourth levels were blown away by my 30-60-90 day marketing plan. It closed the deal. I started work last Thursday....

Patrick Rogers



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We Get Constant Feedback Like This:

*...The information [Peggy] offered helped me to **land my dream job after my very first interview**. I'm in California where the effective unemployment rate... is one in five (20%). I had **age issues** (I'm 59), **I hadn't worked in 1 1/2 years** due to health issues, so I was not among the candidates most likely for immediate hire. I started my new job last week and I could not be happier. Thank you, Peggy.*

Jennifer Toland

Nothing can stand in the way of getting the job you want.

All it takes is the right training and approach.

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It's Time to Call a Professional



If You Had a Pest
Problem → You'd Call
an Exterminator



If You Had a Tax
Problem → You'd Call
an Accountant



If You Had a Car
Problem → You'd Call
a Mechanic

If You Have A **Job Search**
Problem → Call
a **Job Search Professional**

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Start Making Money One Month Earlier

Remember, If You Typically Make:

\$30,000 a Year → You Will Earn An Extra \$ 2,500

\$60,000 a Year → You Will Earn An Extra \$ 5,000

\$120,000 a Year → You Will Earn An Extra \$ 10,000



You deserve this kind of effort, because you deserve to have the job you want.



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3 Tools



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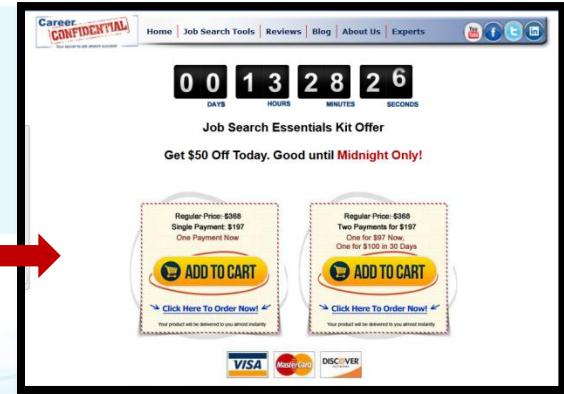
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1. Click on the link in the chat box
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The screenshot shows a website for "Career CONFIDENTIAL". At the top, there's a navigation bar with links to Home, Job Search Tools, Reviews, Blog, About Us, and Experts. Social media icons for YouTube, Facebook, Twitter, and LinkedIn are also present. A prominent feature is a large digital clock counting down from 00 days, 13 hours, 28 minutes, and 26 seconds. Below the clock, a banner reads "Job Search Essentials Kit Offer" and "Get \$50 Off Today. Good until Midnight Only!". Two "ADD TO CART" buttons are visible, each with a different payment plan: "One Payment Now" for \$197 and "Two Payments for \$197" (one for \$97 now, one for \$100 in 30 days). Both buttons have a "Click Here To Order Now!" link below them. At the bottom, logos for VISA, MasterCard, and DISCOVER are shown.

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What Happens Now

- We Will Send You an Email with Your:
 - Exclusive Login Credentials
 - Username
 - Access Code
 - Easy Instructions to Access Your Job Search Essentials Kit

You will be taken to your products page.

Watch the introduction video and begin to browse
your tools and resources!

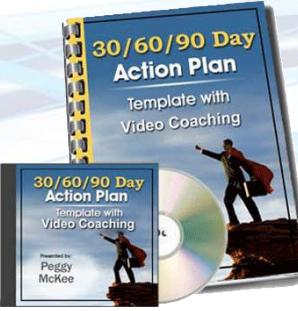
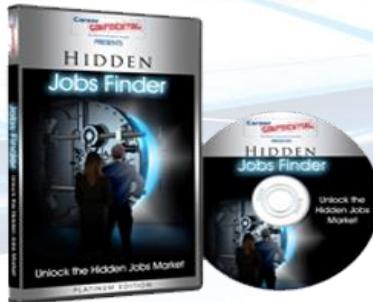
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Q & A with Peggy McKee (LIVE)

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Resources

- Purchase Page
<http://tinyurl.com/Ageism012115>
- Training Webinars Page
<http://careerconfidential.com/training-webinars/>
- Peggy's Personal Coaching
<http://www.phcconsulting.com/WordPress/interview-coaching/>
- Total Access Club (TAC)
<http://careerconfidential.com/total-access-club-product-reviews/>

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