

# Diary of a Gen X Job Hunter

## Chapter 2 - The Noise

*Noise, Navigation, Narrowing*



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# ECHOES FROM THE PAST

“Keep away from Malcolm Taylor for best results”

“If only Nicholas was as passionate for maths, as he is for table tennis and evening 5-a-side”

“Hot metal gauze sheets are not for burning other kids behinds” \*

“Easily distracted”.

Right there are just a few snippets from my secondary school reports. Thankfully my mum and dad rarely did parents evening.

I was and to a degree can still be easily distracted. If there's a naughty or sociable corner, guaranteed I'll be in it. In the Navy\*\* at Ventura, Capita and GP there always seemed to be a core group. The social ones, you'll remain anonymous but you know who you are! 😊

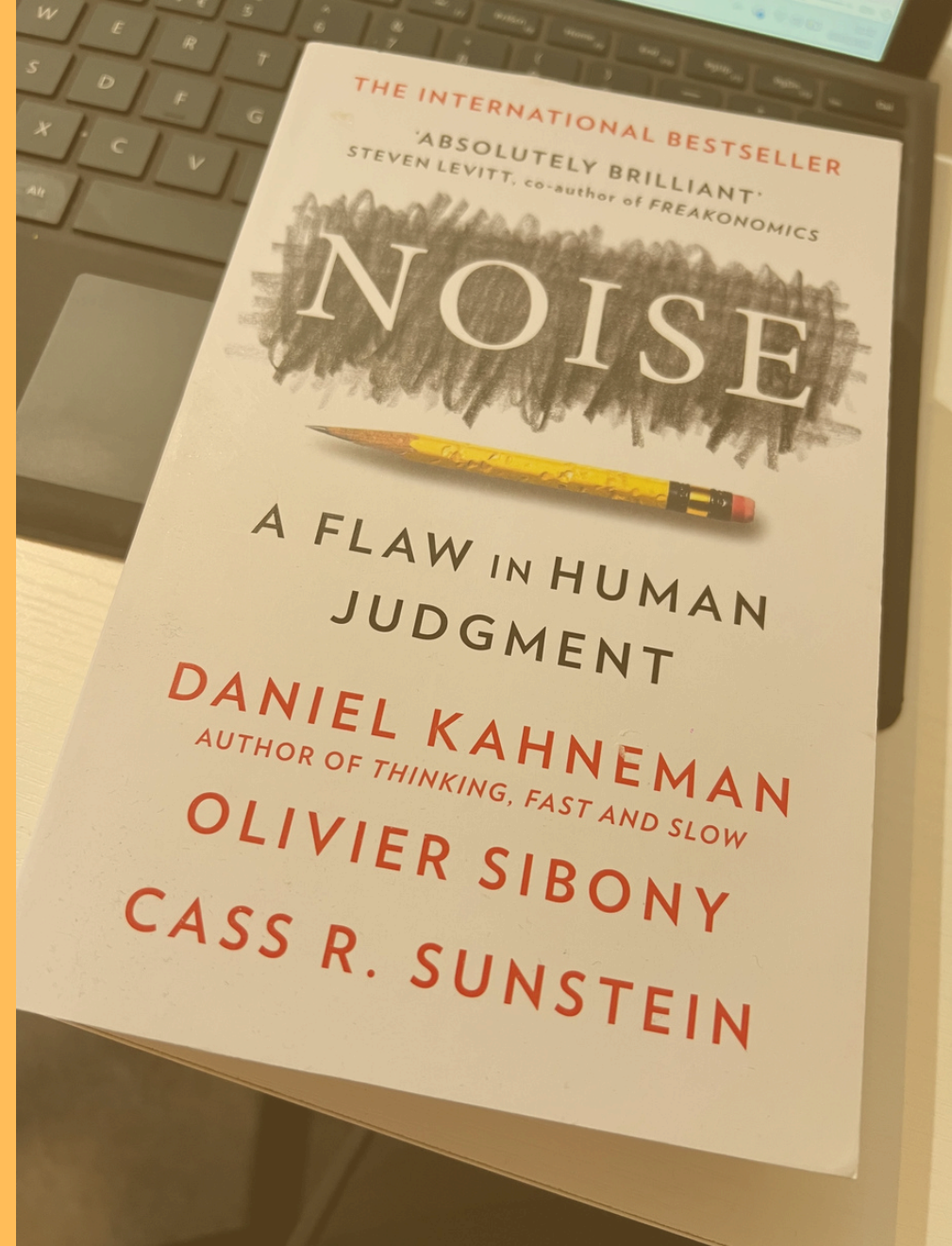


*\*I was never formally charged with buttock scorching during science class.*

*\*\*I committed the same crime in the ship's kitchen but with a fish and chip spider, again, never formally charged.*

# EVERYONE IS COMPETING FOR YOUR ATTENTION

Fast forward to present day and it's fair to say the distractions and noise around us hasn't lessened, it has only increased. Social media platforms, marketing advertisements, news networks, industry leaders and politicians all contribute to our daily distractions and noise.



The irony here of course is as an extrovert I get a lot of my energy from music, boxsets, people, the outdoors and sounds of nature. (My fave place top right)

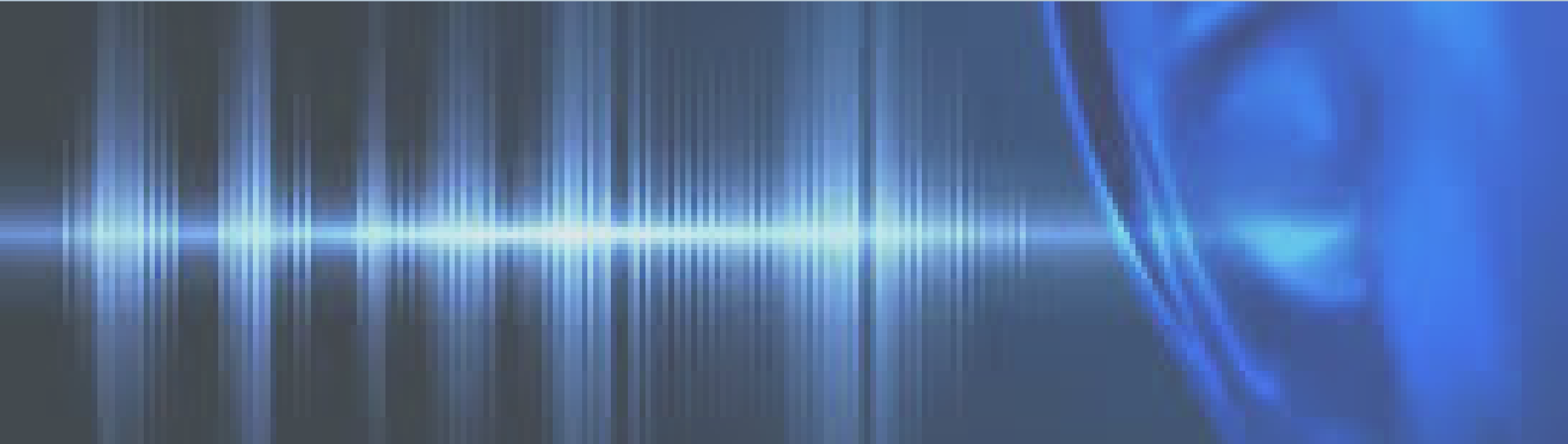
I read a great book recently called Noise, A Flaw in Human Judgement, by Kahneman, Sibony, Sunstein. In a nutshell and not to do 500+ pages an injustice, it is how the noise around us can impact decision making and subsequently outcomes.

Using real life scenarios, it demonstrated in one case, how two parties given the same information came to two completely different outcomes.

One of those outcomes ended with someone receiving a heavier prison sentence than others.

# EVERYONE IS COMPETING FOR YOUR ATTENTION

Once you recognise and understanding the sources of noise, you can then decide if they're helping or hindering. Only then can you navigate your way through them.



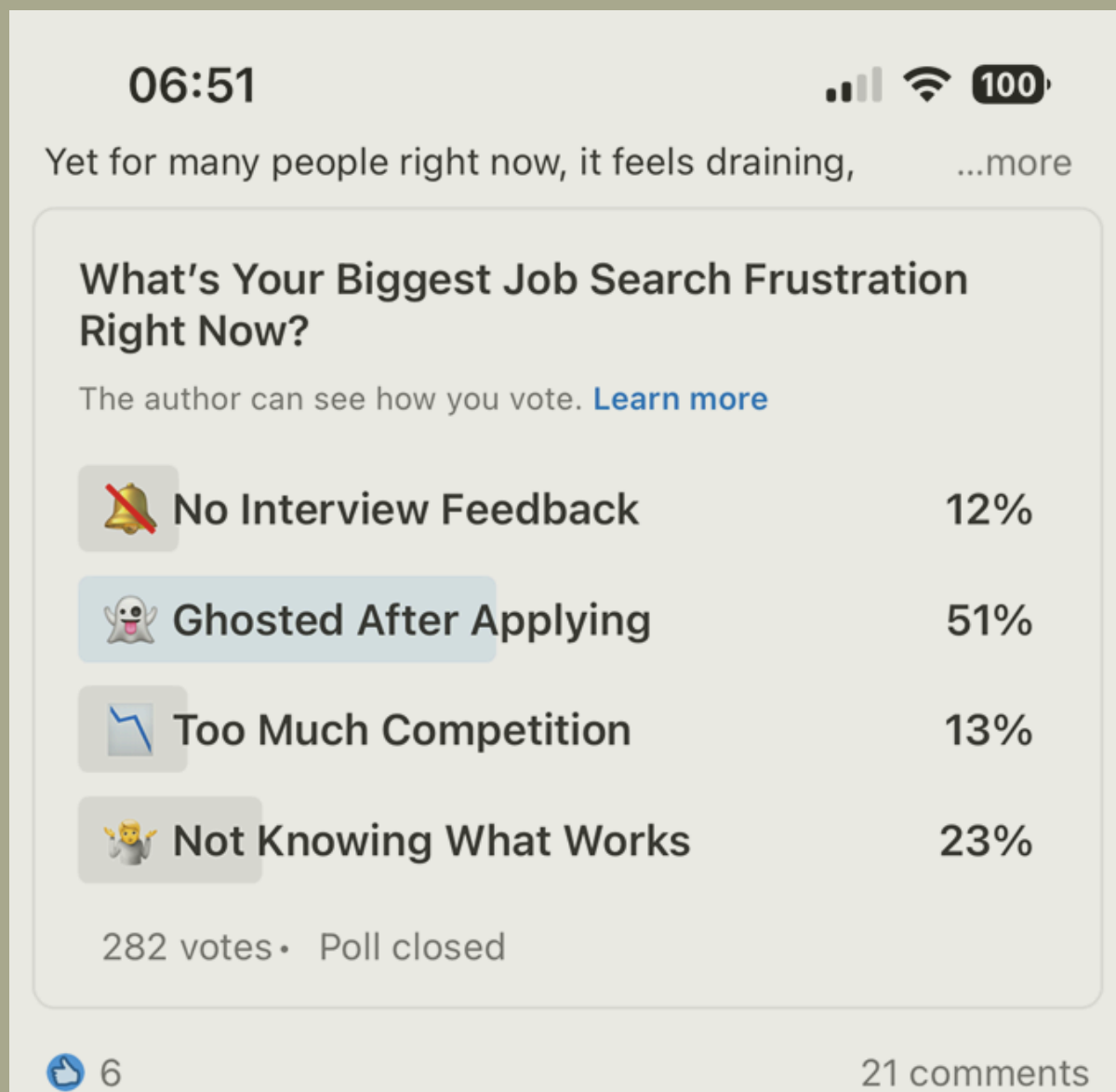
How do you even start sensible decision making, setting a strategy when all your main sources of communication are screaming, it's tough out there.

- Unemployment numbers,
- Companies reserving spending,
- Forecasts not as strong due to lack of sales/growth
- Macroeconomic factors
- AI is impacting roles
- Recruiters highlighting that the year has started well but is still well behind where last year started.
- Algorithms - How do I even beat the system? Do I have to?

Since starting the job hunt, I've seen plenty of noise. I'm sharing a few examples, and possible reactions.

# NAVIGATING THE CHAOS

Polls like this.



## Possible Reactions

- 1/ Useful, at least it manages my expectation and I now realise this is the norm . . .
- 2/ This going hurt my self esteem, what no feedback at all, how do I know what they think?
- 3/ Frustrations are a normal part of life, let's suck it up and see how we get on!

# NAVIGATING THE CHAOS

Data like this, on a role only posted last week.

**Premium**

**See how you compare to others who clicked apply**  
Based on LinkedIn data. Excludes subsidiaries.

**Candidates who clicked apply**  
**313** total  
**34** in the past day

**Candidate seniority level**

- 45% Director level candidates
- 25% Senior level candidates
- 15% Manager level candidates
- 6% VP level candidates

**Candidate education level**

- 28% have a Master of Business Administration
- 12% have a Master's Degree
- 10% have a Bachelor's Degree
- 50% have other degrees

[Apply](#) [Save](#)

## Possible Reactions

- 1/ How many candidates?
- 2/ It's already too late?
- 3/ There's only one me out there let's go!

## Possible Reactions

- 1/ That is some serious competition!
- 2/ I'm not at that level!
- 3/ I already feel intimidated!

## Possible Reactions

- 1/ I wonder if experience still counts for something.
- 2/ I'm just not qualified enough
- 3/ I feel even more intimidated

# NAVIGATING THE CHAOS

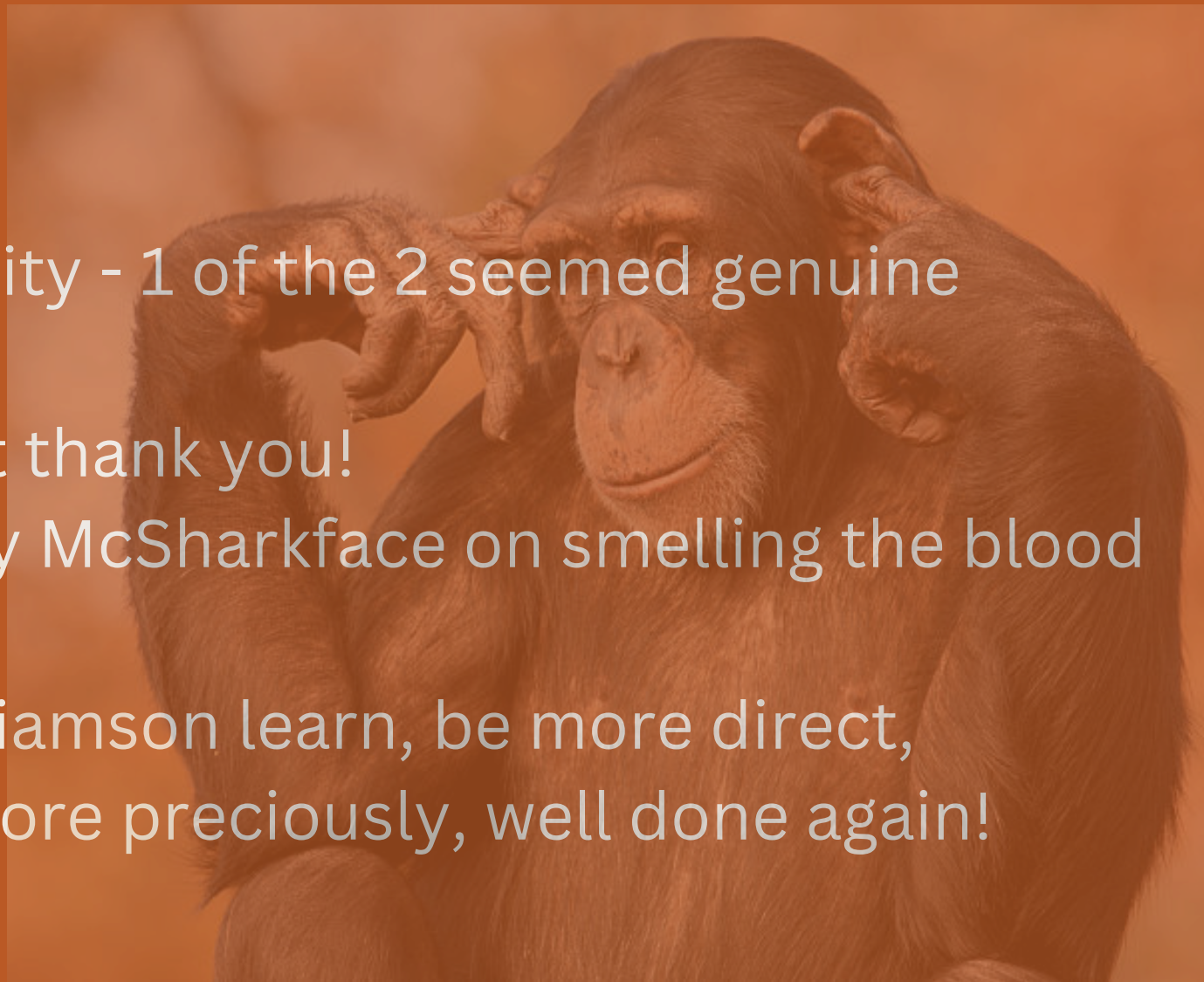
Actual LinkedIn messages like these two.

“I’ve reviewed your profile and think your skills align perfectly to a role I have. Can I ask you a few questions. Great, thank you. Your CV needs a little work to shift your success rate from 50-90%, and I can help you with before we send an application to client X”

“I’m a headhunter with X and I have to say I love your profile and what you’re doing on LinkedIn. I’d love to work with you please tell me X, Y, Z. OK that’s great, when I see your CV I see someone that could be waiting 5/6 months for a role, I could get that to 6-8 weeks, would you be interested in the service we offer?”

My real time reaction. . .

- 1/ Check profiles for validity - 1 of the 2 seemed genuine
- 2/ The effort is working!
- 3/ I’m loving your support thank you!
- 4/ Ah . . . Well done Sharky McSharkface on smelling the blood of the vulnerable
- 5/ You have made Mr Williamson learn, be more direct, guarded and treat time more preciously, well done again!



## NARROWING

I'm sat here, deep in my huge mustard bean bag. It's freezing outside. The lamp is on and I'm listening to The Carpenter's Greatest Hits. I'm on the... top of the world... about to upload Chapter 2... EEEEEK!

I have the benefit of hindsight. Recruiters have told me to pay NO attention whatsoever to the stats. Anyone can press Apply and not follow through. Anyone can list their qualifications as whatever they please. This was great information to have.

Without that however we still have a choice, a decision to make. Do you take all the noise in, let it bamboozle you, let it intimidate, drag you down, suck you in and spit you out, or, stand and fight. I've only just started my search so I'm still maybe, maybe not, naively positive and in fighting mode.

Remember, chapter 1 was about building my story, knowing who I am and what I can offer and being clear on that. It's helped me navigate my way into February. With some huge potential on the horizon. I'll know more by the end of this week and will give a full update on progress in Chapter 3.

I love this quote "When YOU are truly being YOU believing in YOUR confident self, no one can beat YOU at being YOU!"

**Next week:**

## **Chapter 3 - The Learns & Progress**

In the next chapter I'll talk all about my key learns so far and how I believe they have put me in a better position. I'll also be giving an update on my job application progress and who out there is bucking the trend (Responsive).