

How did you find your job?

Pulse Survey www.justaff.com

A pulse survey conducted by Just Staff (March 2013- May 2013) released June 24, 2013 on how people are finding jobs today. The study sample was with 48 respondents over a period of two months who had found jobs in the twelve months.

Top Findings:

While jobs change the way to find a job has not changed very much. Recruiters advise that the fastest path to finding a new job is:

- Look for a job in the same or similar industry as your previous job,
- Look for a job in the same or similar functional area as your previous job,
- Be active (free lancing, volunteering, developing skills) while you are looking
- Network (people, social media, groups)

The JustStaff pulse survey confirms this advice.

According to Anne Angelopoulos, Sr. Manager of JustStaff, “ I am not surprised with the results of our study. The formula for getting a new job has not changed. Networking has always been the primary way that people find jobs and that continues to be true. Networking today has expanded to include face to face networking, social media tools such as Linked in and other on-line platforms. In addition, the fastest path to secure a job also has not changed. Individuals need to focus on the same or similar industry as their last job and the same functional area. Many individuals get off track because they try to switch careers when they are laid off and that is very hard to do. Finally, it is easier to be hired when you are working. If you don't have a job then you need to be active either by volunteering, free lancing or improving your skills. Employer does not want to see a gap in your activity.”

Top findings from pulse survey

- Eighty Five percent (85%) of respondents stated that their new job is in the same or similar functional areas as their old job. Functional areas refer to corporate departments such as Marketing, Sales, Information technology, HR etc.
- Seventy percent (70%)stated that their new job was in the same or similar industry as their previous job. Industry means retail, technology, manufacturing etc.
- Seventy six percent (76%) of respondents noted that they were working in some capacity (full or part time) when they secured their new job.
- Sixty one percent (61%) of respondents stated that they were actively looking when they secured the new job.
- Fifty percent (50%) of the respondents stated they achieved their new job though networking followed by refreshing their resume (13%) and developing a personal brand (9%) and having persistence (9%).

- Fifty nine percent (59%) recommended networking a key activity they would advise for other job hunters followed by refreshing your resume (15%) and creating relationships with social media recruiters (9%).

What not to do?

Respondents listed a variety of activities that they did not recommend.

The top five are:

1. Using Job boards (26%)
2. Resume Blasting (23%)
3. Not being prepared for interviews (12%)
4. Using a generic resume for all job applications (9%)
5. Insincere networking (7%)

Other activities noted that did not work for individuals included criticizing previous employers, attending career fairs, not being active while looking (free-lance, volunteering), falsifying credentials, application blasting, passivity, not having a personal brand, pressuring the hiring manager, using temporary staffing agencies.

What is the most frustrating aspect of job hunting?

The top three are:

1. Not hearing back from the employer (57%)
2. Long interview process time (17%)
3. Rejection (11%)

Other frustrations included: having poor job hunting skills, lack of alignment with the job, having a dated resume and not knowing how to network.

Additional findings

- 55% of the respondents stated that the new job title was not the same or similar title as the previous job. 41% stated it was the same or similar title.
- 46% noted that the new jobs was a lateral move, 43% noted they has a promotion and 11% reported a step down.
- 58% stated that they spent less than 5 hours a week looking for a job.
- 45% stated that it took less than a month's to find a job, 15% (2-3 months), 11%(4 to 5 months), and 11% (6 to 12 months).
- 25% noted that the interview process took 8-9 weeks, 23% 4 to 5 weeks and 16% less than a week.

- 20% of the respondents noted that they had 4 interviews in total before they received the offer, 16% had 2 interviews, 11% 5 interviews, 11% 8 interviews.
- 59% recommended networking a key activity they would recommend to others looking for a job followed by refreshing your resume (15%) and working with social media recruiters (9%).
- In terms of advising those who are still looking today for a job 37% of the respondents recommended networking, 22% recommending developing a person brand, 15% applying to only jobs that align with your back ground, 13% stayed to stay motivated, 7% to refresh your resume, 4% to free lance and stay active while looking and 2% update job hunting skills.

Dr. Tracey Wilen-Daugenti is a leading thought leader on career development. She is the author of ten books, a regular media contributor, and global speaker. She is a key advisor for recruiting and outplacement firms. Her most recent book is [Women Lead: Career perspectives from workplace leaders.](#) Tracey is a visiting scholar at Stanford University Media X program researching the impact of technology on future careers.

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