

How To Find Work When Applicant Is Called 'Mature'

You've just taken early retirement or sold a successful business but aren't quite ready to pack up and move South to master shuffleboard. Where do you begin looking for another career?

You do know that you possess an extensive amount of industry experience and you can offer an employer knowledge, maturity as well as a proven work ethic.

Your "soul-searching" uncovers your wealth of industry contacts and points you in a direction that will capitalize on your past successes and you realize that you can again make a very significant contribution to any organization in the industry.

Realize what position you really want and what corporations you would like to work for. Begin the networking process by either working with a recruiter or contacting the human resources departments to begin your search.

Remember: Flexibility is the key to your search.

Your perception of the hiring manager is that they are looking for the young, fresh hunters that are willing to work as hard as possible to become established. Have you forgotten how hard you worked and what you accomplished over your career? This expertise is what you have to offer a new employer.

Most likely, when you meet face-to-face with the hiring manager, they will be younger than you are. Now is not the time to intimidate them or to boast of past success. You are now the interviewing candidate that must listen to their needs and, when "asked," offer your experience.

Do not overtalk this manager or pompously comment on your past success. Do not offer "When I was. . ." Remember you must establish a comfort level with them.

Do stress that you can make a positive contribution to their corporation.

The corporation that hires the mature employee is making a very wise decision because it is hiring someone who has true hands-on experience, either by working for a corporation where they have worked their way up the corporate ladder or where they have owned their own business and know every aspect of running a business.

The mature employee probably has grown children, can travel or even relocate, has an established customer base, lends stability and reliability to a corporation, has already had to experience many diverse situations within their own careers and is viewed as someone that has a strong work ethic.

Perhaps our industry could use a little maturity. Remember that the "Baby Boomers" are beginning to reach the ripe old age of 50.