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DREAM JOB DENIED

It's the perfect job in the perfect location, and you're the perfect candidate. But when that life-changing call comes, they tell you that they've picked someone else for the position.

What's your next move?

"After going to the bar, calling your mother, and generally having a pity party, move on," says Gregory J. Fine, CAE, global chief executive officer of Turnaround Management Association.

Fine and three other executive recruiters and association CEOs will share their personal do's and don'ts when handling the disappointing news during today's session, "So You Didn't Get the Job—What's Next?" The goal: Help job seekers learn from the disappointment and refocus for future success.

Fine and James Zaniello, president of Vetted Solutions, shared a few specific tips before today's session, which begins at 8:30 a.m. in room 321.

DO

- Send a thank you note to those involved in the process, including your references and the search consultant. Also, refer candidates for other searches. "They will remember that you have paid it forward," Fine says.
- Ask for feedback on how you could present yourself differently in the future. "Don't ask for what you could have done to land this job, but how you can land the next one. Then, listen to the feedback and thank them," Fine says.
- Stay focused on the next opportunity. "It's out there. Stay positive, learn from the current experience, and prosper with the next," Zaniello says.

DON'T

- Show emotion you may regret later while being dismissive of the person delivering the news. "If you really are stunned and can't comfortably communicate, ask the search committee chair or recruiter if you can call them back at another time for feedback. And then do just that," Zaniello says.
- Bad mouth the process, the search consultant, the search committee, the organization, or the person who ultimately lands the job.
- Say, "Never really wanted it anyway" or "I'm glad I wasn't chosen. That board is crazy."