Success for the Seasoned Search –
The Benefits of Being Overqualified

Abby Kohut

Absolutely ABBY
One Million Job Seekers

Abby Across America
Absolutely Abby’s Job Search Success Tour

Abby has been well received by [city] groups in the metropolitan area. As a member of the group of employers and job seekers, Abby felt that taking her message on the road was necessary.

The Tour  The Bus  The Job Seekers  Media
Be The Captain of Your Career

“Overqualified” Defined

- Too much experience
- Too much education
- Higher salary requirements
Why wouldn’t an employer want to hire a candidate who is more highly skilled than the job requires?

FEAR!!

Why The Concern?

- You will have a “been there done that” attitude
- You will leave for a higher salary/title
- Your colleagues & manager will be threatened
- You will want to/need to be promoted quickly
- You will keep looking
Overqualified

“Absolutely qualified”

7 Benefits of Hiring an Absolutely Qualified Employee

- Dependable, loyal & mature
- Shorter learning curve
- Proven track record of success
- Strong work ethic
- Strong problem solving
- Broad range of experience
- Works with different personalities
Develop your 2-part strategy

1) Develop “Absolutely Qualified” resume

2) During the interview, elaborate on why you are “Absolutely Qualified”.

Being overqualified is correlated with age yet is *not caused* by age
Absolutely Qualified Resume

- Amount of years to list??
- Avoid mentioning # of years
- Graduation dates??
- Aol and Hotmail
- Objective & References
- Do NOT lie about or omit your titles

Weird and Wacky Titles

- Resultant (Consultant)
- Flod Analyst (Risk Control Analyst)
- BOM Manager (Bill of Materials Manager)
- School Liaison Officer/Exceptional Family Member Advocate (Program Coordinator)
- Manager / Associate / Advisor
Absolutely Qualified Interview

- Your foot is in the door
- Expect a young interviewer
- Check your ego at the door
- Discuss active activities
- Demonstrate technology aptitude

Abby,

As an over 50 job seeker, I am two-for-two in landing jobs after bringing an iPad with me on job interviews in the past year! I never even opened the iPad – I just had it with my portfolio during interviews. I am an IT consultant.

Leon
Being called overqualified is actually a blessing in disguise!
Anticipate the Objection

"You can see that I've worked at a higher level before, but this position is exactly what I'm looking for and here's why..."

Here's Why...

- "I was proud to be a Nurse Manager but I really miss working with patients as my main function. I've had the big salary and big title but now I just want to make a difference."

- "I understand the budgetary constraints of a non profit. My kids have graduated college so I'm sure we can agree on a salary that fits your budget."

- "I've always wanted to work for your company (or in your industry), and I'm prepared to take a lower-level position to have that opportunity."
Clever Comebacks

- “If you were having open heart surgery, would you prefer a qualified surgeon or an overqualified one?”

- “If you were a passenger on a plane, would you prefer a qualified pilot or an overqualified one like captain Sully?”

When I interviewed for a job the hiring manager told me I was overqualified for the position. I said, why settle for a Chevy when you can have a Mercedes-Benz? I need very little training and I can hit the ground running.

That was on Friday afternoon - by Monday morning my recruiter told me he decided to drive the Mercedes-Benz.

Donna H.
Hi Abby –

I was interviewing for an HR Coordinator role in Florida when the recruiter told me that I was Overqualified. I thought quickly and said, “If you were managing the Florida Marlins, would you prefer to hire a qualified coach or an overqualified coach”. There was a long silence but he eventually said, “You know, you’re right!” and invited me in for a live interview.

Best wishes,
Nick

Abby –

Your idea worked!

I went into a recent interview and noticed that the hiring manager’s office was covered with pictures of his Airforce tour of duty. At the end of the interview, he told me that I was overqualified. I held my cool and said, when you are a passenger on a plane, do you prefer a qualified pilot or an overqualified one?

I start on Monday. Yippeeeeee!

Pam
“Overqualified is a judgment a manager makes assuming everything is going to go according to plan with no surprises. The Captain Sullys are trained for surprises.

- John Delaney from Mountain View, CA

“It’s impossible to BE overqualified unless YOU believe you ARE overqualified.

Your success with overcoming objections that you are ‘overqualified’ Absolutely starts by changing your mindset.”

- Absolutely Abby from an RV driving across America
I now pronounce you

ABSOLUTELY QUALIFIED!

Want more secrets?

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