

Ask a Wise Woman ...

Dear Wise Woman;

I am starting to get things together to continue my stalled career and I have found your interview answers helpful (Sept MWC)

Any tips on what to ask when the time comes in the interview...or should I pass?

“Back to the Business World” Betty

Dear Betty;

First of all – don’t pass on the opportunity to ask the interviewer questions. Employers evaluate your fitness for the job to a large measure on your questions and what they say about you.

Your intent – with questions – is to learn things you should know about the job and the company to help you evaluate the job offer if and when it is extended. You are also demonstrating to an employer how well you understand what the job is about, your energy level and communication skills, etc. As you can tell, this is a critical part of the interview and deserves some preparation time.

Come into CERC and look at our library of resources. Robert Fein has a great book on our shelves devoted to this very topic:

101 Dynamite Questions to Ask at your Job Interview



About CERC “Your Job Search Connection”

Hours

Monday: 9am – 6pm
(every third Monday of the month, the Port Hope office will close at 4pm for staff development. The Cobourg office will be open until 6pm)

Tuesday: 9am – 5pm

Wednesday: 9am – 5pm

Thursday: 9am – 5pm

Friday: 9am – 4pm

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Cobourg: 1005 Elgin Street
(Fleming Building)
Telephone: 905-372-9372
Fax: 905-372-5247

Colborne Outreach: Every Thursday
2-5 p.m. Public Library, King Street



CERC

Mature Women’s Chronicle “Your Job Search Connection”

October 2006



What’s Inside for the Mature Woman?

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Careers For Older Women

Here are some more points to convince you that maturity rules in the workforce – or will

- It has been predicted by experts and authors that by 2010 there will be a short fall of mid-level workers in North America of up to ten million.
- The mature worker has probably made her mark in the working world and is less concerned with Job Titles or getting ahead. Use this as a strong point during interviews to demonstrate that you are willing to help where necessary or perhaps be a ‘floater’ for the organization.
- You may worry that you won’t be hired because you will be perceived as bossy or a know-it-all. Do some soul searching so that you can truly say you will share your knowledge and expertise to make the organization successful. Your accomplishments were ‘you-focused’; now it is time to be a mentor.
- Keep your inquisitive attitude... or get one if you never were inquisitive in the past! Ask questions. Listen to the answers. Be ready to adopt new ideas and ways of doing things. Respect those younger workers trying to get ahead. Be a team player.

Personal Goal of the Month

Be prepared for an interview. Make a list of at least 3 questions about a Company you will be approaching for employment opportunities.

Resources

Track these down at your local library:

- **Leadership for Older Adults** by Sandra Cusak
- **The Third Age: Six Principles of Growth & Renewal After Forty** by William Sadler
- **Prime Time: How Baby-Boomers Will Revolutionize Retirement** by Marc Freedman

Quote of the Month

Facts About Workers Over 50

Stay with a job longer
Patient, steadier, more objective
Less alcoholism, drug use
As willing to learn
Strong work ethic
High productivity

It’s not the age, it’s the condition.
Reworked from Second Careers by Caroline Bird

CERCulation News

It’s October...let’s cheer!
CERC resources are here.
So Take time to try on a brand
New Career

Female, Over Forty and Fit For the Workforce ...and the Interview

As we said in September, expect some tough age questions and be prepared with “fit” answers. Here are a few more....

How is your health?

When they ask this, they probably want to know if you can perform the essential functions of the job. Be upfront with examples of how you accommodate any obvious physical disability for top job performance.

Will you be comfortable working for someone younger?

Age should not be a factor in determining leadership. Stress the fact that you are always willing to *learn* and that you bring the benefits of age and life experience to this job.

You haven’t worked for a long time. Are you sure you can handle this job?

You should plan a response to explain gaps in your employment. If the gap was due to family responsibilities an effective answer should stress the valuable experience gained i.e. budgeting, organizing and planning as a homemaker. Highlight your volunteer activities and skills used that you can bring to the job.

Check out the many resources at CERC to help you choose some appropriate phrases to suit your situation.