

# Finding Work in Down Markets

*By Nick D'Ambrosio - First Hired*

Over the last 25+ years, I have experienced good and bad job markets.

I remember years when companies were in bidding wars for the small number of people looking for new roles. Handing out options like they were candy and large signing bonuses to get people to join their company.

Today's market is different! Unlike other down markets in the past, this one continues to deteriorate, and according to most experts, 2023 will be a tough year, especially in the tech space.

So now that I have stated what most already know, how can you increase your chances of returning to work if you find yourself unemployed?

The most successful job seekers I work with approach the search process differently. They also significantly reduce the time they are out of work.

1. They ACCEPT that they are unemployed, realize it isn't personal, and quickly start finding new roles. Not easy, but the longer you dwell on the negative, the longer you will be out of work. They dust themselves off and move forward.
2. They put a search plan in place. They go into this process 100%, not "sort" of looking, not applying to a few positions on LinkedIn. They do 10X more vs. most others in a similar situation.
3. They refine their profiles, network with everyone they know, dig up off-the-radar companies and approach them directly. They reengage with their recruiter network.

Many people already feel "they do all of the above". I would suspect if they were the results will follow. If it has been 6+ weeks and you are still not getting results, it would be a good time to reevaluate your action plan/approach.

The bottom line is that no matter how challenging the market, many companies are still looking for exceptional talent. Putting together a search plan, keeping a positive attitude, and treating your search like a full-time job will always lead to a successful outcome.