

The NextRoll Career Resources Guide



Introduction

NextRoll's Talent Acquisition team has put together a playbook to help you in your job search. Using our perspective and experiences as Talent Acquisition experts and hands on Recruiters, we compiled step by step actions and tools to help you find and land your next opportunity. We focused on four areas where we felt we could make the biggest impact.

The first area gives you insight into how to best look for a job (sourcing) and who and what tools you should incorporate into your search.

Next, we focus on how to build your brand (getting a recruiter's attention). We share best practices for developing your resume and LinkedIn profile.

Lastly, using NextRoll's approach to interviewing, we guide you through the interview process and how to provide strong answers for those interview questions.

We've also added in how AI shows up in today's interviewing and hiring process — and how you can make it work for you.

We hope you are able to take away some nuggets of information that will help you in your search!

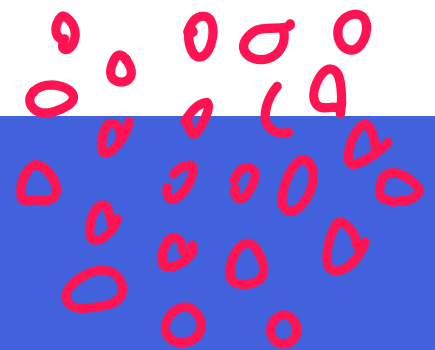


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I. Sourcing for a Job

Finding a job that is suitable for you sounds easy in theory. As seasoned recruiters in tech, we've seen common mishaps that job seekers make when sourcing for a job. In this section, you'll learn tips on how to network and source for a job using the right platforms.

Network

Your network is the fundamental way you can get in the door before all else. This is your biggest job platform of all.

- Your network is made up of folks who have a working relationship with you, or with someone you know, and who will advocate for you when you aren't in the room.
- It includes folks who can refer you to jobs at their company. From a recruiter's perspective, referrals have a higher chance of going to offer, so recruiters place heavy emphasis on anyone who comes in the door as a referral. Some organizations even have a best practice of getting back to referrals within 3 days because they understand the importance of the referral process.
- It can even include folks who don't know you yet, but with whom you've gone out of your way to make a connection — people who share similar interests, or even the hiring manager or recruiter for the role you are applying to.

Your network is a sea of people who will very likely want to help you. Whether it's sending an email with your resume attached or sending an individual text message, make sure you tap into your network before all else! Use platforms such as LinkedIn, Facebook, or even email to create awareness that you are looking for new job opportunities. To find your network on LinkedIn, [here](#) are some tips.



Job Platforms

Once you've exhausted your networking opportunities, you can start sourcing for jobs on various job platforms.

"Big hitters" are what we call platforms that MOST employers are likely to post on. Examples include: Indeed, Glassdoor, LinkedIn, ZipRecruiter, Facebook/LinkedIn Groups, AngelList, FlexJobs, GetWork, and Ladders.

- Indeed, Glassdoor, and ZipRecruiter integrate with most applicant tracking systems (the systems recruiting teams use to track candidate progress), which means a majority of jobs are posted on these platforms automatically whenever a company posts a job.
- On LinkedIn, you can search for jobs right from the navigation bar. LinkedIn is very popular for job searches.
- AngelList is a platform that a lot of tech start-ups use. If you are looking to work at a smaller company, this platform could prove to be quite interesting.
- FlexJobs is a job search platform focused on finding remote and flexible job opportunities.
- Facebook and LinkedIn Groups have groups you can join based on skill sets or backgrounds. For example, Facebook has a group called "Jobs for Recruiters" that has TA-related opportunities. It's worth searching for similar groups that align to your career interest to source for new opportunities.

"Specialty" platforms are another type of job platform to tap into. These platforms are specific to your demographic OR your functional area of expertise.

- Popular marketing-focused job boards, as an example, include MarketingHire, the American Marketing Association, Behance, and for writing jobs, ProBlogger.
- Popular sales-focused job boards include Rainmakers and RepVue. RepVue also lets you research ratings of sales organizations — including culture and quota attainment — before you apply.
- BuiltIn is the online community for startups and tech companies where you can find information about company culture and posted jobs.
- One question we've received previously is whether it's advisable to utilize a staffing or recruiting agency, and our response is yes! Agency recruiters can be a great resource for helping you locate roles you would not have otherwise known about.

Tap the Hidden Job Market

The best opportunities often come before the job posting. Many roles are filled through referrals and word of mouth before they ever reach a job board, so a little proactive networking can open doors that job platforms never will.

- **Many roles are never posted.** They're filled through referrals and word of mouth before they ever reach a job board. Your network is your way into this hidden market.
- **Ask for a chat, not a job.** Request a fifteen-minute informational chat to learn about a team or company — not to ask for a job. People are far more open to sharing their experience than fielding a direct ask.
- **Be specific and easy to help.** Tell people the kind of role you want so they can connect you to exactly the right person. "I'm looking for customer success roles at mid-size SaaS companies" is much easier to act on than "let me know if you hear of anything."

Other Ways to Network

Don't limit yourself to one platform — be creative!

- **Facebook and LinkedIn Groups.** Post in groups that fit your geographical search, demographics, or specialty.
- **Slack channels for jobs.** Many communities offer free Slack access for your personal job hunting and networking needs.

So let's say you found your dream job using the LinkedIn jobs platform. Before applying, always try to find someone in your network who can refer you or connect you to someone who can — it's your best shot at getting noticed faster. If you aren't able to get a referral or get connected with someone, then move forward with applying.

As you continue sourcing for your next position, keep track of your progress by using a job search tracker. This will help you stay organized and quickly reference the connections you've made and job details during interviews. To keep yourself accountable during the ups and downs, we recommend setting a daily goal so you can feel progress during your search.

Summary

In summary, here is a recap of tips to help you on your way to finding the right job match for you.

1. **Reach out to your network via LinkedIn or email.** Ask for a referral instead of applying directly — find someone you are connected with who works at the company where you want to apply. To find your network on LinkedIn, here are some tips.
2. **Reach out directly** to recruiters and hiring managers via LinkedIn to express interest.
3. **Don't limit your search to one platform.** Be creative in how you find jobs — through different platforms, virtual meetups, and virtual groups via LinkedIn or Facebook. You can even set job alerts on LinkedIn and other platforms so you'll be notified as soon as roles open in the areas you're interested in.
4. **Keep track of your progress** networking and sourcing for a job using this tracker. Set a daily goal for the number of connections you want to make and jobs you want to apply to! Remember, there will always be ups and downs. Things won't always work out, and that is okay — just keep going and celebrate the small wins.



II. Get A Recruiter's Attention

Getting a recruiter's attention is probably one of the most talked-about topics in someone's job search. There are millions of articles out there about hot tips. In this section, we are here to validate and debunk some common philosophies.

Build a Strong LinkedIn Profile

When you're looking for a new opportunity, make sure you're represented well on LinkedIn. This is an important part of getting a recruiter's attention, as recruiters can find you via your LinkedIn profile. Even if you apply to a role directly, interviewers might use your profile to review your experience — it's often referenced alongside your resume during the application and interview process.

Important things to think about are:

1. **Refresh your profile photo.** Your photo shouldn't be unprofessional (a selfie or group shot), but it also doesn't need to be too formal. It could be you at a coffee shop or in front of an interesting (but not distracting) wall. Find a spot with indirect light and have someone take the photo of you from several feet away.
2. **Boost your profile with recommendations.** When asking someone to write a recommendation, give them guidance on what you'd like it to highlight (i.e. your ability to build cross-functional relationships, a specific project you worked on last year, or your ability to learn new technical skills). You could even write up a draft for them!
3. **Create a catchy headline.** LinkedIn defaults to your current job title. You can change your headline to describe what drives you, a technical skill you possess, a project you ran, or what you're passionate about. For example, some engineering folks use catchy headlines such as "Code Enthusiast" or "Building Things with Code".
4. **Use action words and fewer pronouns in your "About Me" section.** For example, "Drove adoption" or "Owned external communication..." instead of "I was responsible for..." — action words highlight your accomplishments instead of your daily duties.
5. **Entice the reader in the "Experience" section by:**
 - Avoiding too much detail that could give them a reason to rule you out. Think of the experience section as the elevator pitch of your skill set.

- Focusing on bullet points that show the impact you had on the business' bottom line and the stakeholders you worked with. Remember to focus more on your accomplishments vs. your daily tasks and duties.
- Using targeted keywords and listing all the skills you have. Recruiters search on the backend for keywords like "Marketo", "closing", "prospecting", "Javascript", and "stakeholder management" when finding the right profile matches for their jobs. It's important to build your profile with keywords that define the position for which you are applying.
- Adding skills to your profile by taking courses to brush up on or learn new skills. Take this time to broaden your skills and enroll in classes — LinkedIn Learning even has a selection of free classes. This gives you more material to add to your profile, and creates an opportunity to share in your interviews that you used your downtime to learn new skills.
- Turning on the "open to work" feature on LinkedIn. Recruiters use this feature a lot to narrow in on talent who are looking and available. This is an extremely valuable tool and will absolutely help direct traffic to your profile.

Build a Strong Resume

A strong resume will help the reader align your skills to the right role. Without intentional thought, you could be missing out on some great opportunities. Here are some Dos and Don'ts for crafting your resume.

Dos:

- **Do cater your resume to each job you apply for** and speak to the experience that is most relevant to the role. You can do this by bolding keywords and skills that are mentioned in the job description.
- **Do make your resume easy for a recruiter to digest quickly**, using a traditionally formatted resume. Recruiters spend an average of only 6 seconds reviewing your resume — avoid the fluff and stick to the impact you've had.
- **Do include information about the company with each past job you list** (industry, product, and/or size of company). This will help the recruiter more easily understand your previous environment, especially if they've never heard of the company you've worked at before.
- **Do make it easy for recruiters to find you** by ensuring all your contact information is included, correct, and linked to your resume.
- **Do focus on the impact you've made and bring in metrics as much as possible.** Analytical skills are on the rise among the top skills employers look for in candidates, and quantifying your impact is a surefire way for a recruiter or hiring manager to recognize strategic and analytical skills. Example: "Increased revenue by 16% through..."

Don'ts:

- **Don't list skills that you don't have.**
- **Don't list Microsoft or Google Suite** — only list highly specific skills and software. If you're applying for a job in tech, save the space! It's usually implied that you have this experience.
- **Don't over-format your resume.** A busy two-column resume is not recommended, as it can become distracting for the reader.
- **Don't forget to check for mistakes:** spelling, formatting, end dates, etc. Attention to detail is important. Have someone else read your resume to double-check for errors.

Quick Tips and Tricks

A few small adjustments can make your resume noticeably stronger:

- **Shorten your resume** — lighten the details of past roles that aren't relevant to the job you're applying to.
- **Cover letters aren't necessary** most of the time.
- **Be upfront about your end dates** — consider adding a line explaining that you were let go for reasons outside your control. For example, "Reduction in force due to economic conditions."
- **Add links to your resume** — your LinkedIn profile, portfolio, GitHub link, etc.

Your Resume Has to Pass the AI First

Before a recruiter's six seconds, a machine often gets the first look. Most employers now screen resumes with an applicant tracking system that assesses your resume against the job description before a human ever sees it.

- **Most employers screen with AI.** An applicant tracking system assesses your resume against the job description before a human ever looks.
- **Speed is brutal.** An un-optimized resume can be filtered out in under a second — no matter how strong you are.
- **The good news:** the fixes that satisfy the AI are the same ones that make your resume clear to a human — relevant keywords, clean formatting, and impact-focused bullet points.

Tailor Your Resume with AI – the Smart Way

If you'd like some help, AI tools can make tailoring your resume to each role much faster — without losing yourself in the process.

- **Scan against the job description.** Tools like Gemini, Claude, or other resume-specific tools can ensure your resume aligns to the job description.
- **Weave in real keywords.** Mirror the exact terms from the posting — but only ones that are true for you.
- **Keep your voice.** A growing number of employers auto-reject generic, obviously AI-written applications.
- **Duplicate, don't overwrite.** Keep one master resume and make a tailored copy for each role.

Summary

In summary, here is a recap of tips to help you on your way to getting a recruiter's attention.

1. **Build a strong LinkedIn profile.** This is an important part of getting a recruiter's attention, as recruiters can find you via your LinkedIn profile. Even if you apply to a role directly, interviewers might use your profile to review your experience.
2. **Tailor your resume.** Take the time to tailor your resume. Give each application your best, as you only get one shot to impress.
3. **Highlight your impact.** Whether it's in your LinkedIn profile or your resume, focus on creating bullet points that show the impact you had on the business' bottom line and the stakeholders you worked with.
4. **Optimize for the AI resume screen** — match the job description, and keep it human-readable.



III. Ace That Interview

The time has come when you actually have a virtual interview. You are excited about the opportunity and want to set yourself up for success. Before the interview, make sure your technology will work without a glitch, minimize distractions, do your research, and prepare questions.

Test your technology.

Start by testing your technology. Most interviews today are conducted via video conferencing. Virtual interviews can be conducted through Google Meet, Zoom, or Microsoft Teams (or others), so make sure your browser is up to date and test your connection ahead of time to get ahead of any potential hiccups. Look at the information sent to you to determine which platform is being used and review its requirements. You can check with these links:

- [Google Meet requirements](#)
- [Zoom requirements](#)
- [Microsoft Teams requirements](#)

Once you have your technology all set up, consider a practice run with a friend or family member. We all know that technology can sometimes fail us even when we think it should work — so have a backup plan. Keep a mobile device ready to connect to the virtual interview in case you have computer issues.

Minimize potential distractions.

Okay, so now you feel confident about the technology... take a look around the room you will be in during your interview. You should set the scene and minimize distractions:

- Is it a quiet room with optimal lighting? If the space does not have adequate lighting, consider adding an additional light source in front of you — not behind. You want the light to shine on your face!
- Is your background distracting? It's best to have a blank wall to guarantee you're the focal point of the conversation, and not the space behind you. You can also apply [video effects](#) (like blurring the background) within the video conferencing tool.

Decide on what to wear.

- You can't go wrong with a solid-colored top. Once again, you don't want to distract your interviewer, so avoid wearing big prints or patterns.
- Wear something that will inspire your own confidence — do you have a lucky outfit? Wear it!
- Ask your recruiter for suggestions on common interview attire based on the company culture.

Do your research.

- Take some time to research the company's products and offerings. Explore the company's blogs and be sure to check out its social channels for the latest happenings.
- Study the job description and think of relevant experience for every bullet point (or an example that relates to it).
- Ask your recruiter for the names of your interviewers and their relationship to the role, and spend time researching them. A Google search will do you wonders — you can find interviews, webinars, and past work that will help you better understand their background. Also be sure to check out their LinkedIn profiles!

Prepare thoughtful questions.

After doing your research, it's a good idea to have a few questions prepared to ask each interviewer. These should vary depending on who you're speaking with. For example, you may want to ask your recruiter about company culture or benefits offerings, and ask the hiring manager more in-depth, job-related questions. Additional interviewers will be able to give you more specific details based on their relationship to the position. Remember, it's okay to ask any questions that are important to you.

Think about specific questions for each interviewer that are relevant to their relationship with the open position. Prep 2-3 questions for each interviewer — write them down and ask them during the interview.

Here are some of the common questions we hear in recruiting:

- What are the day-to-day responsibilities of this role?
- What are the top qualities of your strongest employees in this role?
- What is the training and growth opportunity in this role?
- What are the challenges of this role?
- What is the compensation range and benefits for this role?

Think about what parts of a compensation package matter to you.

Is it base salary? Do you value stock options or RSUs? Could full benefits and insurance coverage take the place of some of your base salary? Knowing your priorities ahead of time helps a recruiter build a compensation package that works for you.

Every company — and every market — handles compensation conversations a little differently, so rather than one right way to approach them, here are some general tips:

- **Do your research.** Look up the typical market range for the role, your experience level, and your region so you can go into the conversation with realistic expectations.
- **Know the local rules.** Several US states require employers to include a salary range in the job posting. Requirements vary by country and region, so it's worth checking what applies where you're searching.
- **Share at your own comfort level.** You're generally not required to share your current or expected compensation. If you're unsure of the market value of the position, it's perfectly fine to simply ask what range the role is offering.
- **If you'd rather name a number,** you can provide a target base salary or a total compensation range — whichever you're more comfortable with.

Bottom line: don't feel pressured to share your range before you're ready. In most cases there's flexibility in an offer, and if it isn't what you were hoping for, it's okay to ask for what you want.

Understand the different types of interview questions.

Each company has its own methodology for the interview process. Here is some insight to help you prepare for your interviews.

There are three types of interview questions that interviewers may ask you:

1. **Behavioral:** questions based on discovering how you acted in specific, relevant situations. The logic behind this is that how you behaved in the past predicts how you will behave in the future — i.e., past performance predicts future performance.
2. **Hypothetical:** the interviewer puts you in an imaginary, experimental situation and assesses how you handle it.
3. **Functional/Technical:** showcase the technical skills necessary for the position:
 - **Whiteboarding** (working through a situation in real time with the interviewer)
 - **Code challenge** (computer science questions or algorithms, or a practical design-focused coding problem)
 - **Take-home project** (an assignment provided by the interviewer with specific deliverables)



Use the STAR Method.

For behavioral questions, use the STAR method to structure a complete, compelling answer: **S**ituation, **T**ask, **A**ction, **R**esult.

- **Situation** — set the scene. Give an example relevant to the question and the skill they're looking for.
- **Task** — what was your goal or responsibility? What were you trying to accomplish?
- **Action** — what did you do? Be specific about the role you played and the steps you took.
- **Result** — what was the impact? Quantify it where you can, and tie it back to the business.

Prepare Your Examples.

- Study the job description and think of an example of your experience for each bullet point listed. It's okay not to have an example for each one! Write out each example describing the situation, task, action, and result so that it is top of mind when you are interviewing.
- Leverage your recruiter — ask about the types and format of the interview questions, and what each interviewer will focus on, so you can best prepare for each conversation. The recruiter is there to be your advocate and wants you to be successful.
- Even if an interviewer asks you a hypothetical question, it makes the most sense to answer using experiences from your past to show you have had the experience. The best predictor of future success is past experience.
- It is okay to ask clarifying questions to make sure you understand what they are looking for in the question, and to take a moment to think of an answer.
- For technical interviews, take the time to practice explaining your approach to problem solving — actually walk someone through an example of how you developed the code for a sample question. [Here](#) is a great guide for prepping for technical interviews.

Some examples of Behavioral Interview Questions include:

- Can you tell me about a time you learned a new skill? How did you go about learning and developing this skill? *Focus: Learning Style*
- Can you walk me through a time you received constructive feedback from your manager? How did this feedback impact your future work? *Focus: Coachability*
- Can you give me an example of a time you worked on a challenging task? How did you go about completing it? *Focus: Problem Solving*

Let's walk through an example:

Sample Question

“Tell me about a time when you had a conflict with a co-worker.”

Skill we're testing for: **Conflict Resolution**

First: **Explain the Situation.**

Give an example that is relevant to the question. Then, take a moment to set the scene.

“I was working on a project with someone and we had opposing opinions on how to go about completing one of the deliverables while in a larger meeting.”



Second: **Describe your Task.**

What was your goal or responsibility? What were you trying to accomplish?

“My goal was to resolve the disagreement and keep the deliverable on track, without damaging the working relationship.”

Next: **Share your specific Actions.**

What did you do in that situation? Be specific about the role you played and the actions you took. “I” vs. “we” — although it can be uncomfortable to talk in the “I” instead of the “we,” it is important to take ownership of what YOU did. They are interested in your skills, not your team’s.

“We tabled our discussion and set a time to speak offline. I then set a meeting and asked for more insight into their reasoning, and got a better understanding of where the person was coming from. Then I shared my perspective, and we actually ended up having a great discussion and uncovered other options to move forward.”

Then: **Showcase the Results.**

What was the impact that you made? How did it help the company? Be specific — quantitative or qualitative answers work, depending on your accomplishments.

“The project was a great success. We ended up saving 2 weeks of time and improved the ROI on the project by 10%.”

- **NOTE:** If the interviewer has more questions, they will ask probing questions like “Can you tell me more?” or “What did you do then?” That’s a sign that you’re not giving enough detail, and it’s okay to go a bit deeper. Additionally, if you’ve answered a question and are not sure it was enough, it’s okay to ask “Did that answer your question?” or to offer “I can go deeper on that if you’d like.”

What if I don't have an exact example for what they are asking?

If you haven't had a specific experience in your work life that addresses a behavioral question, that's okay. You can give an example from another part of your life that shows you have that competency. You can also respond in the hypothetical — i.e. "I haven't experienced that yet in my career, but if faced with it, I would do x and y with the hope of achieving z" — or ask if they'd be okay with an example from another area of your life.

- **NOTE:** Don't worry if you don't have an example for every single question. Some questions are weighted differently than others, and hiring managers often look collectively at your experience and responses.

Summary

1. **Be intentional.** When speaking with a recruiter, be prepared to speak about what is most important to you. Is it team culture? Compensation? Autonomy? Remote work? Being targeted in what you want next is a positive sign to many recruiters.
2. **Prepare thoughtful questions.** Ask questions that show you've done research about the company.
3. **Be clear and concise** when answering interview questions by stating the situation, action, and result. Rambling detracts from your qualifications.
4. **Be aware of your body language** and engage in eye contact (even through the camera on your laptop). Here is a [great article](#) on the importance of body language.
5. **Take notes** about what you discussed and focused on during the interviews — you will use this information when you write your thank-you notes.

What to do after the interview – it's not over till it's over!

Once you have completed your interviews, help seal the deal by doing the following:

1. Reach out to the Recruiting Coordinator and Recruiter to thank them for their help.
2. Write thank-you notes to each of the interviewers and mention specifics of your conversation. This is another opportunity to highlight your strengths.
3. Know that the interview process takes time — have patience if you don't hear back right away.
4. Ask your Recruiter when you should follow up if you haven't heard back in 7 days.
5. Forward an interesting article or relevant work to the Hiring Manager.

Talking About Your Layoff with Confidence

If you were impacted by a layoff, interviewers may ask about it. Remember: it's a business decision, not a reflection of you.

- **Keep it brief and factual.** "My role was eliminated in a company-wide reduction in force." No need to over-explain or apologize. Frame it as a business decision.
- **Align on what's next for you.** Spend one sentence on the layoff, then focus on what you're excited to do next.
- **Focus on what you've learned.** Talk about the areas you've grown in during your time at NextRoll.
- **Avoid areas that bleed into confidentiality.** Companies often expect you not to dive into confidential details, so be mindful of what and how you share. That's another reason to keep it short and to the point.

Line Up Your References Early

Strong references are ready before you need them.

- **Ask now, not later.** Reach out to former managers and close colleagues before a recruiter ever asks for names.
- **Choose people who speak to your impact.** A manager, a trusted peer, and sometimes a stakeholder or someone who reported to you.
- **Give them what they need.** Share the role, the resume you used, and a couple of strengths you'd love them to highlight.
- **Keep them warm.** Let them know when a call might come, and always thank them afterward.

IV. AI in Interviewing

AI now shows up on both sides of the hiring process. In this section, we cover where you may encounter it, how you can use it to prepare — if you choose — and how to keep your answers authentically yours.

AI Is on Both Sides of the Interview

Roughly 87% of companies now use AI in at least one part of hiring — so know what you are walking into.

- **You might meet AI first.** One-way video screening and voice or avatar screens are now embedded in many hiring processes, especially for high-volume and early-career roles.
- **Recruiters use AI too.** Behind the scenes, it sorts applications, drafts questions, and transcribes and scores your answers.
- **Your first job: know the format.** Human, software, or both? Check Glassdoor, Reddit, and the careers page before you interview.



Using AI to Prepare, if You Choose

It's entirely optional — but if you'd like a prep partner, AI can help.

- **Predict the questions.** Paste the job description into a tool like ChatGPT or Claude and ask what you're most likely to get.
- **Draft and drill your STAR answers.** Refine them out loud until they sound like you, not a script.
- **Run a mock interview.** Have the AI play interviewer and give feedback on clarity and structure.
- **Make it yours.** AI is only a starting point — your real examples and voice are what land the role.

If You Use AI, Use It Honestly

Using AI is your call — just keep it a prep tool, not a stand-in.

- **It's your choice.** Use AI to prepare, not to perform — it's great for research and practice, not for scripted answers read live.
- **Never fabricate.** Don't invent experience, tools, or results; you'll have to back them up.
- **Keep your own voice.** Let AI sharpen your story, then make sure it still sounds like you.
- **Be ready to discuss your AI use.** If you're staying in tech, expect to be asked how you used AI in your role — have an example ready.

The goal: show up as the best real version of you, not a version AI invented.

Key Takeaways:

1. Do your research on...

- a. The company and products
- b. Your interviewers
- c. The key components of the job description

2. Prepare for the interview by...

- a. Writing out examples that best relate to the job's key components and provide success metrics.
- b. Answering with relevant examples from your past that relate to what is being asked, by stating the Situation, Task, Action, and Result.
- c. Interviewing with confidence and engaging your interviewers by asking thoughtful questions.

3. Send thank-you notes to the interviewers.

4. If you choose to use AI, use it to prep and learn the format — but keep your answers authentic and in your own voice.

5. Take deep breaths and have patience. Interviewing is a marathon, not a sprint.

Pace Yourself and Protect Your Wellbeing

A job search is a marathon — take care of yourself along the way.

- **Treat it like a routine, not a race.** Set a daily goal, then step away. Quality of applications beats sheer volume.
- **Expect quiet stretches.** Silence and the occasional no are part of the process, not a verdict on your worth.
- **Lean on your people.** Friends, former colleagues, and the Rolling On community are all here for you.
- **Celebrate small wins.** A sent application, a reply, a good conversation — they each move you forward.

Remember: you were impacted by a business decision, not defined by it.

Thank you!

Here are additional resources to help you on your job search:

- [Job Search Tracker](#)

