

EMPLOYMENT Workshop Tip Sheet

Additional advice for responding to a job rejection

1. **Keep detailed personal notes BEFORE receiving any job offer or post-interview rejection message** – in other words, after an interview, at home, write down your 'interview story' and your observations, with facts and opinions on what occurred, for later reference (see Tip number 3 below).
2. **Remain Positive about Yourself and Your Abilities:** Most of the published standard advice about 'rejection' represents a general Australian cultural response to rejection following a job application and/or interview. For migrants whose first language is not English, the experience of rejection may be misunderstood and may **unnecessarily** bring about emotional distress. The first thing to remember is that the recruitment process is a competition and applicants do not generally know anything about each other. If one person is offered a position, from one hundred original applications received, then ninety-nine people experience disappointment – but do not get to share their thoughts with other applicants.
3. **Seek the advice of more experienced women mentors from the migrant community instead of asking the recruiting employer for feedback.** For recruiters feedback requests may not be their best way to respond. Why? Recruitment agencies and employers are often reluctant to answer your questions, firstly due to the time and cost of communications. Imagine those ninety-nine disappointed applicants all asking for feedback!

A further complication comes from the sensitivity of cultural differences and recruiters wishing to avoid the risk of legal liability. Some are very nervous about being misunderstood and possibly receiving complaints about racism, even when they genuinely respect cultural differences. An experienced woman migrant mentor can offer good emotional and professional support by asking you to tell your application story, and then by 'walking' you through each step in the process to show how you might improve your chances in your next job application and interview. **For this purpose your 'after-interview' notes are very valuable.**

