# Audio file

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# [Transcript](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Morning, Courtney. We're recording on the morning. Uh, how are you?](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Good. Thank you for having me, Dorothy. How are you?](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Absolutely good. Where are you joining me from?](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[I am joining you from Delray Beach, FL. So about 15 minutes South of Palm Beach and about 45 minutes north of Miami.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Nice. The weather has finally started being nice over there.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[I wish. No, it's still very, very hot and humid and but it's Florida. So I mean, what do you expect? You know, it does get really, really nice in the winter. And I've noticed that I've been down here almost 10 years now and I've noticed that it's kind of shifted. So I think before it would start to get really nice. In like September, October and now it's like December, January is. The the really good weather starts to come in so.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Yeah, yeah. Whereas the world is preparing for snow boots and you're going to be out on the beach very soon. Even even even more than that. But tell us, Courtney, give us a little bit of an introduction. Who are you? What do you do? And you know, how did you get into this line of work?](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Sure. Yes. So my name is Courtney Page. I am a career and executive coach and I also have a podcast called resume. And I got into this work from my years of recruiting. So I was an executive recruiter for a long time and in that work I, you know, I talked to a. Lot of people that were. Making really big career decisions and I always thought it was so. Interesting how many people we would talk to on, you know, a day-to-day weekly basis who are making these big decisions and how integral we were in helping them, you know figure out how to make that move, what makes the most sense for them and also just how. How people do that, you know how they actually make these big career moves and being that person, being that point person for them, helping them figure out, you know? What, what and how to do do it in a way that makes the most amount of sense for them and and that will make the most amount of sense for their family. And you know, as a recruiter, as an executive recruiter, we were the middleman between the company and the the candidate. So there were a lot of talks with the company too, you know, seeing. Why someone would be the best candidate and how to, you know, entice them and and make everybody happy. Really. So that's how I got into this line of work and what I really enjoyed the most about it was a interviewing, which is why I started my podcast and B. Hearing people. And hearing their thought process on why they were interested in a career change, what made them get into that industry in the 1st place and how they continued to, you know, cultivate happiness in their careers. And and yeah, really just curiosity about careers. Is what kind of kept me there and. Brought me to career coaching.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Wow. And what else? Like as a recruiter, I'm sure you have the inside track of how everything works. What are one or two things that surprised you? That people didn't. Know about the recruiting process.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[The recruiter wants to find the candidate. I think you know it's really hard job and the more prepared you are for your interview, the more you can give. You know, check off all those boxes that employer is looking for or that the recruiter is looking for. The easier you make their job. So I mean, the easier you can make their job, the more likely you are to move ahead in the process and also that you know the recruiter is on your side. So I think. Especially when it comes to executive recruiting, you know, I I don't. I don't know. I think that there might be a little bit of a sense that, you know, they're you're playing both sides as a recruiter, which in a sense you are. But I always kind of erred on the side of. Like the candidate you know, because I think we've all been in that. In that boat, more than we have been in the hiring seat. So yeah, I think, you know, the recruiters on your side and and use them use their expertise, you know, ask them questions. Be be as connected to them as you can throughout the process, because the more that they know the. More they can help you.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Yeah, that's a really good point because you know you you do get contradictory advice on that site. Recruiters working for the company, etcetera. But you know they do have expertise in this field. So you could tap into that.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Yeah, absolutely, yeah. And they're human, you know. They're they're they're just people. So I think, you know. To level that kind of power dynamic is important, you know, because at the end. Of the day. A good recruiter wants you to be happy, so they're not going to put you in. They're not going to put you up for a position that they don't think is going to make you happy, you know, or at least they shouldn't. And they don't know that unless you're the one you know. You have the answer, so you have to tell them what is gonna make you happy. What you're looking for the salary that you need in order to be happy. And you know they'll go to bat for you. That's their job. That's what they get paid for. So let them go to bat for you. They just need all the information in order to, you know, hit the.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Yeah, a lot of people right now are, uh, my clients or future clients are talking about how they're not getting a foot in the door or they're getting ghosted. What? What advice do you have? First of all, why? And then what advice do you have for those people?](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Yeah, I think you know why. Because there's so many applicants now, I mean, it's so much easier to apply for a job, right? There's the easy apply on LinkedIn, I know indeed has something similar. It's just volume. There's so many. I mean, I think a lot of people who apply for a job right now will get an immediate automatic e-mail back saying, like, due to the high volume of applicants, you know, blah, blah, blah, blah, blah, it could take a while for us to get back to you. And that's true. There's a huge amount of of applicants and. There's only so many people going through those, you know those resumes. And the other thing is that don't apply for something. It's it's kind of difficult because you want to kind of cast a broad net. But at the same time. Applying for something that you know you're just not, you know, cut out for or that is very, you know, is a huge long shot, you know, I mean, you have to apply smart. You have to be smart about where you're applying. So if a recruit, I mean, you have to. Put yourself in the recruiters. Positions. So if they're going through, you know, hundreds of resumes, you have to catch their eye pretty quickly. And with your experience. So I mean, if your experience is. Off they're probably going to pass over you, you know, and I think a lot of the time also, they're just not seeing the the resume. You know, that comes through in a, you know, mass, you know, through LinkedIn or or through, you know, the ETS or or whatnot. You know, there's just so many and there's there's only, you know, so much time in a day and there's only so many people. On that particular, you know searcher or position.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Yeah, you need to capture their mind share, right? But otherwise they're they're really stretched thin. So on the ATS, that's great. Segue actually any way any tick tips or tricks to make sure that the ATS doesn't kick you out of the system and keeps you in the running.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[You know, I would say just fill, don't skip anything, you know, and do your best to make it. You know, as format friendly as possible. So it does take time. And I would say if. It's the. I think it comes down to really applying for the jobs that you're really interested in. So the more interested you are in the job, the more likely you are to spend that time really carefully filling out all of the, you know, prompts on the ATS and you know. That I don't think there's any real secret sauce on how to make it work like completely in your favor because that in it at the end of. The day it is, you know it's technology and there's only so much you can do to outsmart it. So I think you know the best thing you can do is fill everything out. And you know. Fill it out in in a way that is easy for the person going through it to read so you know when that comes to formatting. Having like a big jumble of words, you know, and their bullet points, but then they get all smooshed like we've all done that where we upload it and then it it just looks like awful, like take your time and make it really easy for them to read. I think that is honestly, you know, it's not. It's not sexy, but yeah. It's kind of like. That's your best bet. Yeah. So that's what I would say. And definitely you know, fill out the salary, fill it out, don't leave that. Blank yeah.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Yeah, that's interesting. Right. Because you know there's, I guess, both sides. There's an argument for both sides. Like, you know, you don't know until you know, you get into an interview. What kind of job requirements you're going to face. But you think that putting that in actually helps you get in at least your foot in the door.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[I think so, because I mean, at the end of the day, that's why we have jobs, right? Most of the time is to make money. And so by just ignoring that, that takes a huge piece of information away from the recruiter or the hiring manager. I mean, if you and you don't have to write in what your last. Salary was, but do your market research, you know, like research the position at that company that you are applying for see? What the, you know what the market is telling you is an appropriate range and you can knock it up a little bit, you know, give yourself some negotiation room, but value yourself by putting nothing in. You're just saying that you're not worth anything. So that's not, that's not smart. You are, otherwise you wouldn't be applying for the job. I mean, if you're applying, you think that you're worth it and you think that you are capable of it. So do the research. Figure out what the market is saying. That position is, you know what's appropriate for that position. Take your experience into account. So I mean, if it's, you know, way above what you're applying, you know, if you are manager level and you're applying for, you know, SVP, that's a reach, right? So you also have to be a little bit realistic but within that. You know, realistic realm air toward the top side, so you. Know if let's. Just for example, if the if the salary if the market is saying it's between like you know one one 100K and and 1:20 you know go with 120 do that you know go with 125 maybe you know. But that's what I would say, yeah.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Yeah, that's a really good tip. Thank you. So much, yeah. You know, and that's the interesting part, right? I a lot of my clients are women, and women tend to, even though, you know, the advice is, you know, if you're a manager, don't go for SVP. We find that the opposite is true. They tend to self select out of their jobs, at least the people I talked to and you know, instead of being more lofty or being more audacious about. What to apply for? They tend to shy away. Are you seeing that? And what advice do you have to strike that balance between being, you know, crazy about something and being being more ambitious?](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Yes. So I love this question. So yes, I am regardless of what I just said, I am a big believer in like go for it, right? But you also have to be able to back it up. So if you have, you know, if you're really good at what you do and you know you're really good at what you do and you're on the younger side and you just don't have that. There's no I mean, you can go ahead and you can apply for you never know what's going. To happen there, might you? Might be really, you know, it might just align for you, but I think there is a balance. So for the most part, you know, know what you're capable of, know what your experience says. Know where you want to go. I think part of it is also like. Know the goal, like know where you want to end up and work backwards. So where and that will help you figure out you know what your next step is and maybe you can skip a step if you've been in a position for a really long time and you've, you know, garnered all of this experience, maybe then you know you can kind of. You know, go up, you know, skip the step or two. But I would say, you know, a lot of it is about balance and a lot of it is about being able to. See what is a realistic next step and what is a reach. So err on the side of reaching but also you know. Know what your skills are and what makes sense so. I don't know if that answered your question, OK.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Yeah, yeah, yeah, I yeah, I. Think we this is a recurring theme with all of my guests. You know, it's almost like 80% of it is really sitting down with yourself and figuring out where do you want to go and 20% is a job search job hunt the references. Do you, do you see the same kind of? You know, do you feel it's the right balance like 80% is about your mindset?](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Totally, yeah. Yeah. And I think that is a huge thing that you're talking about women. You know, I think that's. Something that really holds. Us back. You know, I think part of it is that we are and have been for you know, eons. We're in a very we're in a culture and society that was designed for men to succeed. And while we're starting to see a bit of a shift there, it's really still designed that way and. In order to. Work. You know, you have to advocate for yourself and you have to be able to position yourself in a way that. Makes you indispensable, so by doing that and by, you know, reversing that timeline and seeing what you. Know figuring out what that goal is, where you want to. End up. And working backwards, you know. A lot of it ends up coming down to mindset because there's there are so many obstacles in the way and without having that mindset, I mean, you can go step by step and do everything right. But. Without the mindset, it's a not going to be fun and BI mean there's a lot of room for. You know, missing out on opportunities so and that's kind of what I was going with when I you know if you can skip a step or two, that's great. And I think that's where the mindset comes in, where it's like, you know, having that confidence and having that, you know, kind of just do it, mindset can be really helpful where it's like.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Yeah, yeah.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Yeah, you know what this position might be a little bit out of my reach, but I've been in this other position now for a really long time and to go. Up one step doesn't seem, you know that's not. My investment, you know, that's not a great return on investment. You know what, I? Mean so, but if you don't have that mindset, if you're just like, well, this is what you know, this is what I have to do. And you know that. And I think as women, we are taught, like, sit still, sit, be pretty and like, do what you're told. And it's hard to break out of that. But yeah, that's why mindset is really important.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Yeah, yeah. How do you, uh, how do you help your your clients or you know, what is the secret sauce that if you come to resume or Courtney, this is what I'm going to get versus going to any other coach or executive recruiter.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Yeah, well, what is my secret sauce? I don't want to tell you what. My secret sauce is it's. Secret. No, I think you. Know part of it is. You know the timeline, so I think you know, there's a lot out there about goal setting and I think goal setting is really, really important. But I. Think the way? That we had been kind. Of taught to approach, it is very rigid so. As we grow and as we have our career and as we move along through it, life happens. Things happen, you change, you know, and your goal might change. And I think people get really stuck on on an idea of what they want that. And and they'll be in a career for, you know, 15 years and all of a sudden they realize, like I. Don't know if. That's the the same thing that I wanted when I started. You know, I don't know. And I think having that end goal. In a, you know, holding that with flexibility. So I think and a way to do that is instead of like a very concrete goal and this kind of goes against like a lot of. Goal setting gurus or whatnot. I think actually just going for the feeling that you're after. So what is the feeling that you want to experience? In, you know, 10 years. Is it financial stability? Is it just financial contentment? Is it family? You know, is it a full family life? Is it travel, you know, whatever. That is. What is that feeling? So with travel that would be freedom. You know, having that freedom to be able to travel whenever you want and whatever. So I think having that feeling gives you a lot more room and flexibility to explore different opportunities and different talents and skills that you might have. That you haven't been asked to use before in your current job, or even you know, throughout your life, because you know this and this kind of goes back, but you know, for most of our life we are. Sort of. Pigeon holed into what people think we're really good at, and we're told, like you're really good at this one thing and it feels really good to be told that we're really good at something. So then we end up putting a lot more effort into whatever that is. Right, and that's great. But by doing that, we end up kind of ignoring these tangential skills that. We also are really good at, but for whatever reason you know have been kind of pushed aside. So something that I I think is very important is A to have a flexible feeling goal. And to work backwards from that and to go in and explore what those skills and talents are that you haven't been asked to use, or that you feel have been overlooked or untapped in your job because of, you know. A ton of external factors, and they might be very well-intentioned external factors, but at the end of. The day if you. Are, you know, head down focused on like this one thing and you're not using all of these other skills? You're not going to feel fulfilled, so I think a lot of it is looking at you as a holistic human and not just like, oh, OK, so you have a podcast, Dorothy, and that is what you do. And that is all you are like. No, of course not. You're a whole human. So yeah, that's what, you know, I like to look at the person. As a whole human being and and their goals. In kind of a more, you know, abstract way which sounds like not great, but I think it gives a lot more room for flexibility and for exploration, you know? Yeah. And I think that's something that. Really rigid goal setting can kind of take away and it can also kind of set you for disappointment when it doesn't happen or if something goes awry, which it will because life is life. Yeah. So I think that there's that and also you know with that said.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Is life, yeah.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Said I do. I do think that, you know, setting a big goal like that, a big feeling goal. So if that is like financial stability and you have this kind of, you know, abstract idea of what that means, if it's like a house on the beach, which might seem totally, you know, out of out of. Reality for you. But if that's what it is, that's great. Like, have that vision. Have that feeling of, like, walking out on your balcony and looking out at the ocean. I mean, it takes the same amount of energy to imagine that as it does to imagine walking out your front door right now. So by having more of of you know that flexible feeling goal and. You know, a big goal at that. There's so much room. For imagination and for exploration, and for opportunities to come to you that you might not even recognize as opportunities.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[That is so powerful. Courtney. I'm like, getting goosebumps. When you were saying that because you know, I mean, but it's. It's your truth, right? It's what you've probably experienced as you've transitioned from being in the executive recruiter realm and then now having your own business and your own podcast seems like it was informed by your own experience.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Ohh, I'm like rambling. I'm like I. Don't know if any of that just made sense. Yeah, I think you know. Absolutely. So before recruiting and actually like just through my whole life, one of my hobbies and interests was acting. And I just, I loved it. You know, I as a kid, I was always in, you know, theater and seen study classes. And I even when I went to college, I started as a theater major and realized like, OK, maybe this isn't like. The career I want, but it's still something that I love and you know, you said goosebumps every time I go to the theater. I get goosebumps immediately. I think you know the last thing I saw was Hamilton in theater, and I hadn't even like, oh, my gosh, I could talk about Hamilton forever, but I like, didn't know any of the music. You know, my husband and I wanted to go in and, like, without knowing anything and have. Like that, that first impression? Yeah, and oh, my gosh. Like, the goosebumps. Just like, I think I started crying.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[That experience.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Like just it would, yeah, so. Having those types of experiences and as a kid and and not ignoring that feeling of like I really like this thing, I don't know if it could be a career, but I love acting and I love the feeling that it gives me, you know, and also, you know, yoga is something that I had. Have always been super super into, you know, I'll tell you a little story. But that kind of weird, but and this, I'll tie this in. But so in 6th grade, so I think I was like 11. We had to do our first research project, right. And at two of my best friends were in my class with me. And they're still my two of my really best friends. They're basically like sisters. But anyway, so we are all in this class together. We all have to do our first research project and one of them chose to do Mount Vesuvius in Italy. One of them chose to do something on the Egyptians, obviously, and. And I chose to do something about the Buddha and like Fast forward to when we're all studying abroad. I kid you not, my friend who ended up who did the Mount Vesuvius project, went to Italy. The other one went to Africa and I went to India. So there is something very innate in us as kids. That knows what we're interested in, and that's so important that even if it doesn't, it doesn't mean it has to be your career. But it means that it's important to you, so don't ignore it. Like go with it, you know. And for me, that ended up being, you know, I ended up going to India. It was like one of the most incredible experiences of my life got really into yoga. I. Now I teach yoga for fun. You know, I teach like three classes a week. It's not. My financial savior by any means, but it gives me a lot of joy and I love the practice and the philosophy behind it, and I do bring a lot of that into my career coaching like more than more than I ever would have thought. And you know, yoga and career coaching, you really don't think that goes together. But when we're talking about mindset. There's so much that, I mean, it's so cohesive and and then, you know, the acting. You know, podcasts are very performative. There's a very performative aspect to it and. It's something that has been so fun for me and has really tapped into all of that experience, so all of these kind of like random things that we are interested in that seem really random aren't like, they're just, they're not. So whatever is interesting. Or whatever you're feeling pulled towards. Don't ignore that. Acknowledge that it doesn't. You don't have to make it your career, you know, but it might be a skill that ends up being really, really, really important and useful in your career. I mean, yeah.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Yeah, you had used the word exploration earlier and I think that's what it is. Allow that exploration to happen, whether it's in your mind or whether you're going in actively being curious about different. Very cool. Well, I didn't know you had gone to India cause I I was born and raised in India so. We have, we.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Oh, cool, we got. Yeah. So where?](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[It it's in the Himalayas in the foothills of the Himalayas, as a province called Assam.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[OK, I was in Himachal Pradesh. Yeah, yeah, yeah. In Durham, silla. So we were there for.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Imagine British, yeah.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Or we did like a little truck. So we were there for a month with a home stay family. So it was a Tibetan and Himalayan studies program that we did. So it was all about Tibet and yeah, it was. Amazing. And then we.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[It's so beautiful up there.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Went to Nepal and then we went to bed and. Then we. Went that's the amazing, like, so incredible. Yeah. Do you?](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Yeah, yeah.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Ever go back? Oh, yeah. You know, we went back last year. And so we'll probably go every every year or so. Yeah, my parents still.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[OK.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Live there, yeah.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Wow. Cool that it's so beautiful in India is just it's one of the it's like, so just. And with with spirituality and just with ancient, it is so ancient. I mean, you know, it's just.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Yeah, yeah.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[You feel it like you feel it when you're there. It's it's and it's. It's so intense. Yeah. Yeah, I love it. Yeah.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Yes, yes, agreed. OK, well this is this has been a pleasure. So can you tell us a little bit about your career coaching program, how people can find you and? How you know? I I know we've touched on this throughout the program, but why should they come to you?](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Sure. Yeah. So my company is called resume career coaching and development. It's spelled like. Resume without the accents and we have a couple different programs and they're technically not like packages or anything. So and I think that is something that is a little bit different. So a lot of career coaches will have like a package, you know, and it's like for three months we will do this thing and by the end of it you will be cured. And I don't know how realistic that is, because again, like we're human. And I don't love to put a time stamp on transformation because I think it's unrealistic and I think it sets people up for for unrealistic expectations. So what we do is we have, you know, five session bundles and you can kind of keep going.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[MHM, MHM.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[For as long as you feel you need it. So a couple of the different programs that we have, one is for, it's called the professional path. One is called the executive path, one is just for you know, it's the essentials. It's for, you know, resume and cover letter coaching and one is called the grad path. So if you're. A recent graduate. It's much more geared towards like figuring out how to enter the workforce and what makes the most amount of sense in terms of what you studied and where you want to go. The professional path is more for, you know, mid, mid level professionals who if you're ever like Oh my gosh, what? How did I end? Up here. Like what? Like I can't do this for another, you know, 20-30 years. Like what is happening. That's for you. And the executive path is more for C-Suite. Executive level professionals who have who are either like knocking on the C-Suite and want to be let in or they're there and now they're like, Oh my gosh, what like what? How did you know, what do I do now? You know, how do I cultivate those leadership skills? And and there's also the parental path. So a lot of the time and. Having been through. This myself, you know, when we have kids, it's a huge shift. Like so much changes and a lot of women that I have spoken to during their maternity leave realize that they don't want to go back to the job that they had, but they have to for financial reasons or. They don't. And then they're kind of stuck in this, you know, stay at home Mom gig that they're cool with for a while, but they wanna get back in the game after, you know, their kids get to, you know, preschool age or whatnot. So that's more geared for for them and also for dads. You know, a lot of the time, dads will also, you know, kind of rethink. A career when they're. When they have kids because all of a sudden they have a they want to also spend time with their kids, with their kids, and they want to also spend time with their family, you know, and and working 80 hours a week is really not conducive to that. So that that program is is based on, you know, is geared towards towards parents. And I mentioned the resume and cover letter.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Right.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[So if you're like I have never written a resume, I've never written a cover letter. This is like, way more daunting than. Thought that is for you. And then we also have a little shop that has, UM, digital. It's a digital shop and it has some templates and so resume and cover letter templates and it kind of comes in a little package. So it's resume cover letter template, there are guided audio. So there's a guided meditation. The job interview moments so you can listen to it before your job interview the night before. On your way there or in the parking lot, which will help you get into that really great, you know, mindset space. And there's also an audio checklist so you won't forget anything, anything for your job interview. We've all had that feeling when we're leaving for a job interview where we're like, what am I forgetting? I know I'm forgetting something. What is it? And then we get. There and we're like, ohh it's my heels. Or like, you know, something like really important.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Yeah, yeah.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[That you just didn't think of. So so yeah.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[The extra resumes I had printed for my interviews on really nice paper that's in the back of my car. Yeah, yeah.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Yeah, yeah, yeah. Yeah, exactly. So that is what we have to offer. And you can find us at www.resume-careers.com.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[OK, very good.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[And you can follow me on Instagram. OK. Follow me on Instagram. It's just my name. So it's at Courtney Austin.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[OK. And we'll link everything in the show notes. Thank you so much, Courtney. This has. Been a delightful. Episode a lot of great information for our listeners, so thank you very much for making the time for us.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 2](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Thank you for having me. I loved it. You hold the space so well and I very much enjoyed it so. Thank you so much.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Speaker 1](https://1drv.ms/u/s!AC7hEBKW88bPhGI)

[Thanks Courtney.](https://1drv.ms/u/s!AC7hEBKW88bPhGI)