


Sunday, June 14, 2020



ASCEND

NEXT-LEVEL INSTRUCTIONAL LEADERSHIP



Heartbreak to Breakthrough





Ascend Live: Heartbreak to Breakthrough

How can you break through the heartbreak and disappointment of not landing a job you had your heart set on?





It's Not You

The reason you aren't succeeding isn't *you*. It's the *information* the hiring team has about you.





The “Fit” Myth

Having your heart set on a specific job that you believe will be the perfect fit is the #1 mistake holding instructional leaders back from landing their next-level role.





Fit Comes After You're Hired

Fit is a “should I stay?” issue,
not a “should I take this job?”
issue.

Focusing on fit before you have
the job is simply an excuse to
avoid applying.





Fit, Filler, or Fair Fight?

- Fit: Chosen Cinderella-Style
- Filler: Predetermined Outcome
- Fair Fight: Compete to Win





Have You Been “Filler”?

Ask Question Anonymously

Yes

Question

Having been on multiple interviews and being told you did everything right and you couldn't have done anything better but they hire internally or existing principals doesn't make this process fair. Why can't they just be upfront and not waste everyone's time? Or just appoint the person they are going to hire ? Don't you think there's a better process than this?



It's OK to Grieve...

Your attachment to your school
or a certain opportunity is real
and legitimate.

It's OK to mourn the loss of an
opportunity for a new role.





...But It's Not OK to Wallow

Once an opportunity has passed you by, it's time to move on.

Allow yourself to grieve, but only by taking action can you change your situation.





An Honest Assessment

- What makes me stand out?
- Who's in my corner?
- How strong are my application materials?
- How well do I interview?
- Am I playing to win?





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DISCOVER
YOUR LEADERSHIP
SUPERPOWERS

RECRUIT
YOUR REFERENCES

CRAFT
YOUR APPLICATION
ARGUMENT

TRAIN
FOR INTERVIEW DAY

RACE
TO THE FINISH LINE

The Quiz



Ascend Ed Leadership Job Search Quiz

Identify the key action steps to land your next-level instructional leadership role by answering a few questions.

The graphic shows a mountain range with a path leading up to a peak. The path is marked with five location pins, each corresponding to an action step. The steps are: 1. DISCOVER YOUR LEADERSHIP SUPERPOWERS, 2. RECRUIT YOUR REFERENCES, 3. CRAFT YOUR APPLICATION ARGUMENT, 4. TRAIN FOR INTERVIEW DAY, and 5. RACE TO THE FINISH LINE. The word 'ASCEND' is prominently displayed on the mountain, with 'NEXT-LEVEL INSTRUCTIONAL LEADERSHIP' written below it.

The following questions will diagnose any obstacles in your path and give you specific recommendations for increasing your odds at every stage of the job search.

[Get Started »](#)

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Heidi Asks



Question

I'm wanting to make the transition from classroom to leadership. Right now I'm finding schools are holding off on hiring due to covid-19/budget cuts/uncertainty of what school will look like in fall. Anything I can do?





Play Enough To Win: 25:5:1

25 Applications to get
5 interviews to get
1 offer

So if you want 2+ offers...





Never Stop Revising

Every new application is a chance to revise your résumé and cover letter.

Always revise as time allows.

Always apply even if you can't revise.





A Tale of Three Competitors

Candidate A:

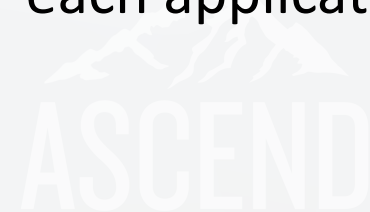
- 50 applications
- 4 major drafts
- No further revisions

Candidate B:

- 50 applications
- 2 major drafts
- 5% improvement each application

Candidate C:

- 50 applications
- 4 major drafts
- 5% improvement each application





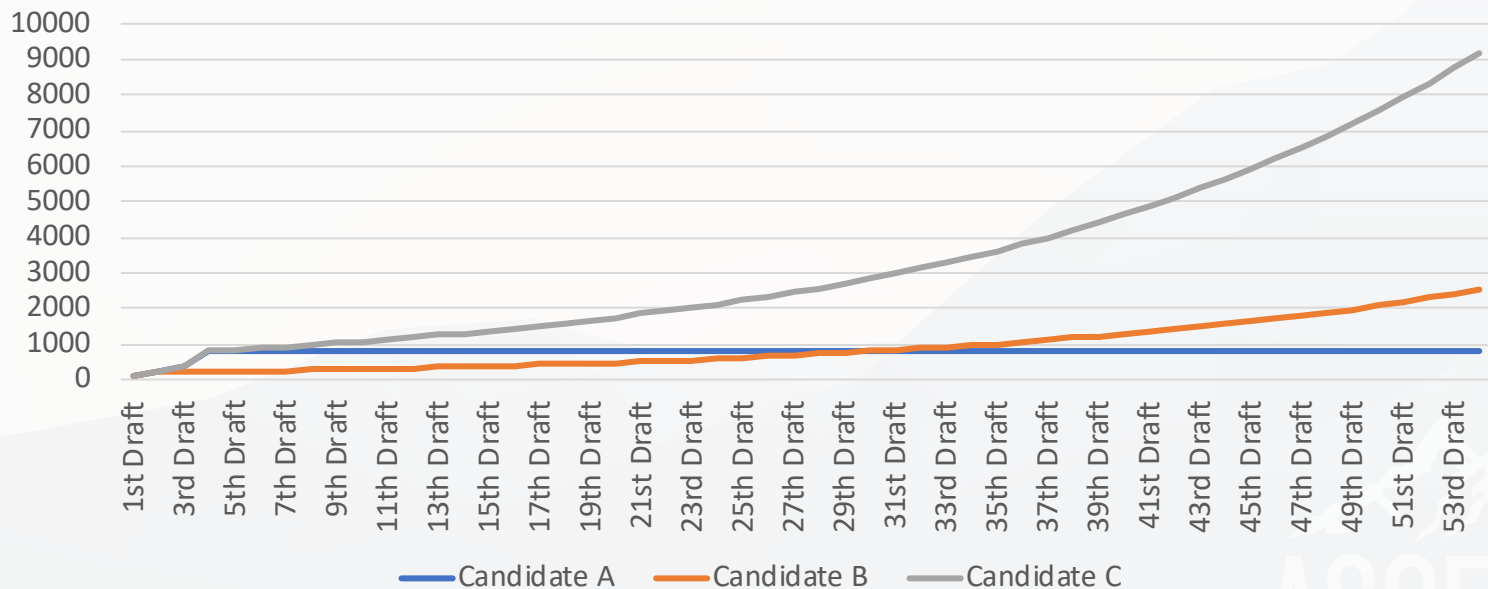
What Will Happen...

- After 2 full drafts?
- After 4 full (100% improvement) drafts?
- After additional small (5%) revisions?





A Tale of Three Competitors



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A Tale of Three Competitors

	1st Draft	2nd Draft	3rd Draft	4th Draft/ Round 1	Round 25	Round 50
Candidate A	100	200	400			
Candidate B	100	200	210			
Candidate C	100	200	400			





A Tale of Three Competitors

	1st Draft	2nd Draft	3rd Draft	4th Draft/ Round 1	Round 25	Round 50
Candidate A	100	200	400	800	800	800
Candidate B	100	200	210			
Candidate C	100	200	400			



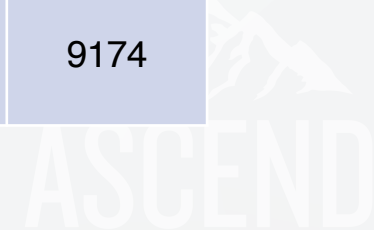
A Tale of Three Competitors

	1st Draft	2nd Draft	3rd Draft	4th Draft/ Round 1	Round 25	Round 50
Candidate A	100	200	400	800	800	800
Candidate B	100	200	210	221	747	2529
Candidate C	100	200	400			



A Tale of Three Competitors

	1st Draft	2nd Draft	3rd Draft	4th Draft/ Round 1	Round 25	Round 50
Candidate A	100	200	400	800	800	800
Candidate B	100	200	210	221	747	2529
Candidate C	100	200	400	800	2709	9174



Want Help?



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