

How long does it REALLY take to find a new job?

Making the decision to search for a new job is not an easy one. The truth is, in today's competitive job market, it takes considerably more time and energy to find employment than it did a decade ago. In fact, 68% of New Zealanders who are currently searching for a new job have been looking for up to six months.

This means that a large proportion of job seekers are facing some or all of the associated challenges, such as motivational blocks, lack of income or the feeling of despondency, for up to half a year before they land the right job. So, if you're contemplating looking for a new job or have already embarked on your job seeking journey, here are some tips to help you stay motivated throughout the process.

- **Be realistic about the time it will take.** 58% of New Zealanders feel that looking for a new job is a huge task and for good reason. A quarter (25%) of job seekers who are currently searching for a new job have been looking for three to six months. With this in mind, you will need to brace yourself for the inevitable uncertainty of a period that at times may feel has no end. There are many determining factors to how quickly one lands their next big role, so it's important to polish up your [cover letter](#) writing skills, [resume](#) writing skills, and ensure you've set up your [SEEK Profile](#) for better exposure to potential employers.
- **Remain in your current role.** If you're currently in a job, it's advisable to stay put while you seek something more suitable - unless you can rely on savings for an extended period of time. Only 40% of us are confident that we will find the job that we want. Higher income earners, making over \$100,000 annually, do have a greater sense of confidence that they will find the right job. But if you're without the extra confidence and finances, six months without income can create financial pressure for job seekers and their families. Remaining in your current role, but viewing it as a temporary situation will give you the stability and certainty that can otherwise be lost when you're unemployed.

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- **Don't settle for second best.** 38% of New Zealanders feel that looking for a new job gets harder the longer you look and after a long and tiresome period of applying for jobs with few positive results, we can be quick to lower our expectations in the hope that something - anything - will pop up. But be cautious of believing that lowering your salary will help you appear more desirable to employers, as this is not often the case. It's also easy to throw in the towel in the belief that the most qualified candidates get the best

jobs. But actually, many employers value signs of passion and determination, so reflect this in your application, even if you lack the experience. Keep up your search, and make sure you don't accept a job just because it's the next best thing.