

You get a call about a role that aligns perfectly with your experience and goals.

It's exciting—and it should be. But as a seasoned exec, you know that how you handle the *process* matters just as much as the opportunity itself.

In my latest piece, I share a few insights on working with search consultants at the executive level—how to position yourself, navigate feedback, and maintain long-term relationships that can shape the next chapter of your career.

Worth a read if you're thinking about what's next.

 [Insert link to article]

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How to Work Effectively with a Search Consultant

You've just seen a posting for your dream job—or better yet, a search consultant reaches out with a role that fits you perfectly. Your heart races. You start to imagine your future. It's exciting, but now's the time to pause, breathe, and approach the opportunity strategically.

Understand the Role of the Search Consultant

First, it's essential to recognize one critical truth: the search consultant works for the client—the hiring organization—not for you. Their job is to deliver a strong slate of qualified candidates to that client. This doesn't mean they're against you; it just means their loyalty lies with the company paying their fee. That clarity of purpose isn't good or bad—it just is.

Represent Yourself Accurately

Throughout the process, your interactions with the consultant are key. Be honest and accurate about your experience, capabilities, and aspirations. The better picture they have of who you are, the more likely they'll match you with roles where you can be truly competitive. Misrepresentation can not only derail the current opportunity but may affect future ones too.

A strong consultant will also take the time to understand your broader career goals. The most valuable ones act as informal advisors, offering guidance that helps you align with future opportunities—even beyond their current search.

Ask for Feedback

Always ask for feedback, whether you advance. Many consultants are willing to provide insight that can be invaluable in refining your approach or presentation. One consultant's honest feedback after I didn't make it to the final round helped me land a better-fitting role shortly after. Their perspective can be a gift—use it.

Don't Burn Bridges

If you don't make the cut, resist the temptation to place blame. The search consultant likely wasn't the final decision maker. Companies often change direction for reasons candidates will never fully see. In some cases, I later learned that the roles I didn't get were fraught with internal challenges—situations that would have made the move a poor one in hindsight.

How you handle rejection matters. Leave a positive impression. A gracious candidate is much more likely to be remembered and considered when the next opportunity arises.

Let's Talk About Your Future

Are you considering your next career move? I'd welcome the opportunity to connect and have that conversation.