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For Immediate Release

Overcoming Red Flags in Your Background

One in a Series of Eight: Career Advice Available to Publish

AUSTIN, TX [August 2008] Searching for new work is hard enough. Having a not-so-stellar background as an additional hurdle to overcome can be daunting. Nowadays, many employers are moving from simple employment verification to extensive background investigations. Some of the red flags that may surface include: criminal history, DUI, drug and alcohol problems, job hopping, terminations, dropping of school, poor credit scores and a not-so-stellar Internet presence. There are ways to rise above most negatives and get hired despite the red flags, and they require careful thought and reflection.

Be Honest

While many companies do hire firms to check applicants' backgrounds, there are still organizations that do not. If you lie during the application process, you'll surely be terminated if the company discovers otherwise while you're in their employment. To avoid this, be honest during the application process. If an employer spots a red flag in your background during the interview, it is important to be truthful and explain what happened, how you handled the situation and what you've done to improve yourself. Avoid over explaining; be succinct and confident in your response. This is not the appropriate forum for a full confession. The take away is that they want to know what you've learned from this experience.

Time It Right

Don't jump right into discussing your red flag and don't wait until the last minute to bring it up. The best time to discuss the topic is in the middle of the interview. If you bring up a negative early in the interview, it'll shadow the rest of your qualities, making it difficult for the employer to move past it. If you mention it at the end, it will be only thing the employer will remember about you.

Be Realistic

Unfortunately, certain background blemishes are deal breakers with some companies or with certain positions. Someone with terrible credit or a felony conviction related to theft may never be considered for a position that requires confidentiality or handling finances. Some companies with close-knit team environments may not hire someone with a violent past. A company hiring for a job requiring driving or handling heavy machinery will probably not want someone with a DUI or DWI conviction. Knowing what jobs you can't do will save you and an employer time and energy.

Clean-Up Your Act

Take steps today to fix the things you can control. If you have poor credit, see a financial planner and start on the path to fixing it. If you have several social networking profiles with scandalous pictures and stories about you, clean them up and request that your contacts respectfully remove your dirty laundry from their pages. Fired from a past job? Do you have burned bridges that need repair? It may be wise to swallow your pride and fix those relationships. Take care of warrants, fines, and any other legal matters as soon as possible. The best part of your honest answer in an interview is how you've tried to correct the situation proactively and be able to provide proof that you're taking steps to better the situation.

The most important thing anyone can do is to resolve issues and come to terms with them. Gain understanding from what has happened, evolve and learn from your mistakes. The confidence you take with you into an interview will show when tough questions about your past arise, and that will make all the difference. The biggest hurdle you have to overcome is yourself.

About the Ginac Group

The Ginac Group, Inc. is a leading provider of career development services. The company serves individuals, including chief executive officers and a host of other professionals in corporations and government agencies, as well as Fortune 500 and start-up businesses.

The Company's business consists of Career Development Services, career exploration and transition service and National Society of Career Management, training and certification for helping professionals. Founded in 1999, Ginac Group is headquartered in Austin, Texas. For more information, visit www.ginacgroup.com.