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October 3, 2021

Earning the Recommendation

Our Essential Question



What can I do to earn the best possible recommendations from my colleagues for my future job applications?

Use This Time



You have time between now and hiring season to:

- Learn new skills
- Gain new experience
- Increase your visibility

What If My Boss Is Unsupportive?





What If My Boss is Unsupportive?

- “I don’t want to lose you”
- “You need to put in your time”
- “I don’t think you’re ready”
- “You’re still so young”
- “Our students need you”

Bypass Gatekeepers



Broaden Your Network



Going Over Your Boss's Head

- Make a good effort to win them over
- Try multiple times
- Make your intentions clear
- Approach higher-ups carefully



Script #1: Boss



Face-to-face conversation:

“I wanted to let you know that I’m thinking ahead to my next steps as a leader, and that I’m planning to apply for jobs next year. In the meantime, I want you to know that I’m 100% committed to this job and to serving our students with everything I’ve got this year. But I also know I’m not going to be here forever, and I’d rather move on when the time is right than stay too long. I want to do that with your support, so I wanted to ask: What should I be doing to earn your best possible recommendation?”

Script #2: District Acquaintance



“You may remember me from ____ which we were both involved with. I wanted to ask for your advice—I’m planning to apply for ____ positions next year, and I want to do everything I can now to become the best leader I can be. Would you be willing to share a few words of wisdom?”

Script #3: Boss's Boss



“I wanted to reach out and seek your advice on something important. I am planning to apply for ___ positions next year, and I want to do everything I can now to become the best leader I can be. I’ve brought this up with ___, but they were unsupportive. I don’t want to create an awkward situation, but I also don’t want ___’s lack of support to hold me back. Would you be willing to share some words of wisdom?”

What Experience Should I Gain?

- District committees
- New responsibilities within school
- Tough situations



Hard Conversations Unpacked



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JENNIFER ABRAMS

Hard Conversations **UNPACKED**

The Whos, the Whens, and the What-Ifs

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