

Most open positions are filled through...

by [Connie Hampton](#)



How did you get your last job?

Most open positions are filled through personal networking.

Only 20% (at the most, quite possibly closer to 10%) of jobs are filled through postings on job sites or company websites.

And ... HR really doesn't have the time to sort through all the resumes of people who just want a job, any job. Please do NOT send your [resume](#) to a company just because you want to work there when you don't have the right skills for the job they have posted. There simply is not enough time in the day for an HR person to really read resumes and put yours aside for a role that has yet not opened.

More than **50%** of jobs (and perhaps as much as 85%) are **filled through a direct connection** with someone in the company that eventually hires you. Employee referrals and offline (face to face) networking fill at least 45%.

So where does that leave you?

You have to be the one to **initiate the contacts**. And you need to be **strategic** about it. You need at least 400 industry contacts (not recruiters) in LinkedIn to make it really work for you. And most should be in the companies that you know you want to work for – not the ones that you would never consider.

Also ... just like you can't eat an elephant in one bite, so you need to divide up and **prioritize your search** in a way that makes sense for you to **be hired for the position you want**.