



motion picture  
pioneers  
assistance  
fund

# SOCIAL SERVICES CORNER

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## TOO GOOD FOR THE JOB? HOW TO HANDLE BEING “OVERQUALIFIED”

**Question:** I was told at a recent job interview that I was “overqualified.” Any advice on how to handle this if it comes up again?

**Answer:** Having someone tell you that you are “overqualified” is a backhanded compliment. You studied hard and worked to gain experience, so how could your qualifications work against you?

A potential employer may have some concerns about an applicant whose resume indicates that the person should be placed in a position with more responsibility or higher salary. The interviewer may believe someone who is “overqualified” will get bored with a lower position, or that his or her experience may be intimidating to a manager without equivalent experience. Hiring someone with too many qualifications could mean that the person will expect too much compensation or will quit when something better comes along.

These concerns may be legitimate even if they don’t apply to you. Because the investment in hiring and training someone is costly, employers want to be

careful to hire the right person for the job.

If you are eager to get the job, you can respond to these assumptions during an interview. First, structure your resume to show accomplishments such as sales goals or industry-specific skills instead of titles earned and years of jobs. Then play up these accomplishments during the interview. How would they translate to the new job? Think of a scenario and demonstrate how your skills could be applied from day one.

Another tactic is to be the first one to address the “overqualified” question. This takes you out of the defensive position and communicates to the potential employer that you understand his or her concerns. This builds a relationship and opens a dialogue during which you can highlight your accomplishments. There is absolutely nothing wrong with having experience and qualifications if you know how to sell them!

“Too Much Experience” by Sarah Frank, Tribune Media Services, 07/30/11. “What Does “Overqualified” Really Mean?” by Leslie Ayres, 04/21/11, available at <http://work.lifegostrong.com/article/what-does-overqualified-really-mean>.

## JOKE OF THE MONTH

**A sharp nose indicates curiosity.  
A flattened nose indicates  
too much curiosity.**

—*The Best of the Good Clean Jokes*, Bob Phillips

Laughter is known to boost the immune system, lower blood pressure, burn calories and release pleasure-inducing chemicals in the brain.

### Go Green!

Receive *Social Services Corner* by email.

Call (888) 994-3863, ext. 2370, or email [info@wrmail.org](mailto:info@wrmail.org).

**Do you or someone you know need our assistance? Call toll-free (888) 994-3863 or visit [www.wrpioneers.org](http://www.wrpioneers.org) to find out more about our assistance programs.**



The Motion Picture Pioneers Assistance Fund is a program of the Will Rogers Motion Picture Pioneers Foundation.



## THE POWER OF BREATHING



On average, humans breathe 21,000 times per day. Breathing is something that people everywhere have in common. For most, it works effortlessly and invisibly. But if you have ever had trouble breathing, whether from pneumonia, an asthma attack, or chronic bronchitis, you learn not to take your breath for granted.

Prevention is the best way to maintain healthy breathing. But even when you do experience periods of breathlessness, understanding the mind-body connection can help. In honor of World Health Day, April 7, 2012, here are some ways to look at how breathing keeps you healthy from head to toe.

1) Breathing brings in oxygen and that oxygen fuels all the cells that keep your body functioning. From your brain being able to think to the tone of your skin, the oxygen you take in keeps every organ and muscle working.

2) Your heart works hard to move oxygen through

the bloodstream to the farthest capillaries and nerve endings. From your eyeballs and all the way down to your toes, your breath feeds your vision and nervous systems.

3) Emotional health is connected to your breathing. When people are depressed they tend to take shallow breaths. This decrease in oxygen intake affects the brain and other organs. When your lungs don't get enough oxygen, it causes the body to panic and then you start breathing rapidly, feeling out of breath and anxious. Deep, even breaths are an easy way to keep your mood stable and your blood pressure from rising when you are feeling down or stressed.

Focus on breathing several times each day. Listen to the air flowing through your nose or mouth, place your hand on your abdomen and feel it expand, imagine your heart circulating the oxygen throughout your body, and relax as you exhale. Pause between each breath. Surround yourself with clean air. Avoid smoke and smog. Breathe a little easier, a little cleaner, and a lot smarter.

"Breathing And Relaxation" from National Jewish Health, [nationaljewish.org/healthinfo/lifestyle/relax/](http://nationaljewish.org/healthinfo/lifestyle/relax/).

## NEW ADDITIONS TO THE MPPAF'S NATIONAL RESOURCE DIRECTORY

### National Foundation for Credit Counseling (NFCC), [www.nfcc.org](http://www.nfcc.org), (800) 388-2227

NFCC members offer consumer credit counseling services at agencies nationwide. Their services may include budget and credit counseling, financial education, debt management, housing and bankruptcy counseling, and referrals. The NFCC website can help you access useful information and locate community-based offices.

### The Nolo Network, [www.nolo.com](http://www.nolo.com)

The Nolo Network is one of the largest online libraries of consumer-friendly free legal information. It provides books, do-it-yourself products, forms, software, e-books, and an online lawyer directory. A full range of topics includes wills, trusts and estate planning, employment, taxes, bankruptcy, and divorce.

### QUOTE OF THE MONTH

“Everything worthwhile is a good idea, but did you ever notice there is more bad ideas that will work than there is good ones.”

—Will Rogers



To view our entire National Resource Directory, please visit [www.wrpioneers.org](http://www.wrpioneers.org).