



A Guide to Preventing & Overcoming Ghosting in Job Searches and Networking

1

Prompt Follow-Up:

- Respond to emails or messages within 24 hours to show your eagerness.

2

Clear Communication:

- Clearly express your intentions and expectations in your initial communication.

3

Establish a Timeline:

- Set a follow-up date during your initial conversation to keep the connection active.

4

LinkedIn Engagement:

- Regularly engage with their LinkedIn posts or share relevant content to stay on their radar.

5

Provide Value:

- Share industry insights, articles, or resources that might be of interest to them.

6

Networking Events:

- Attend industry events where you know they will be present and make a face-to-face connection.

7

Professional Persistence:

- Politely and professionally follow up at appropriate intervals without being overly persistent.



8

Express Gratitude:

- Send a thank-you note after meetings or interactions to express appreciation.

9

Set Clear Next Steps:

- Clearly define the next steps or actions in your conversations to maintain momentum.

10

Request Informational Interview:

- Instead of directly asking for a job, request informational interviews to learn more about the other person's career and industry insights. This approach is often seen as less transactional.

11

Utilize Multiple Communication Channels:

- Reach out through various channels like email, phone, and social media to increase visibility.

12

Ask for Feedback:

- Seek feedback on your interactions to show your commitment to improvement.

13

Join Relevant Groups

- Join professional groups or forums related to your industry to enhance your visibility.

14

Personalized Connection Requests:

- When connecting with professionals on LinkedIn or other networking platforms, send personalized connection requests. Briefly mention why you want to connect and how your backgrounds align.

Understanding the Diverse Reasons Behind Ghosting in Hiring and Networking

Uncertainty About Offering Assistance:

Some professionals, recruiters, or hiring managers may ghost due to a lack of confidence in providing helpful guidance or assistance to candidates. This uncertainty about how to contribute or feeling helpless in the situation can lead to avoidance of communication.

Volume of Applications:

In industries where there is a high volume of job applications, recruiters and hiring managers may struggle to respond to each candidate individually. Time constraints can lead to unintentional ghosting.

Uncertain Hiring Timeline:

The hiring process can be unpredictable, with delays or changes in plans. Professionals might hesitate to communicate uncertainties, leading to silence until there is more clarity.

Company Policies:

Some companies have policies or guidelines that discourage or limit the communication between hiring managers and candidates during specific stages of the hiring process.

Avoiding Difficult Conversations:

Delivering rejection or unfavorable news can be challenging, and some professionals may choose to avoid uncomfortable conversations by not responding.

Fear of Confrontation:

Some individuals may have an aversion to confrontation and may choose to disengage rather than providing direct feedback or facing difficult conversations.

Changing Priorities:

Business priorities can shift, leading to changes in hiring needs. Professionals may ghost candidates if there are sudden changes in staffing requirements.

Perceived Lack of Relevance:

If a candidate is deemed unsuitable for the position, some recruiters or hiring managers may feel that providing feedback is unnecessary, leading to a lack of communication.

Inefficient Communication Channels:

In larger organizations, the communication process between HR and hiring managers can be complex. Miscommunication or delays in conveying decisions can result in unintentional ghosting.

Personal or Professional Stress:

Individuals might be dealing with personal or professional stressors that affect their ability to handle communication effectively. In such cases, ghosting may occur inadvertently.

Technology Issues:

Emails or messages may get lost, or technical issues might hinder the communication process. While not a common reason, technical glitches can contribute to unintentional ghosting.

Follow up Templates

Polite Follow-Up:

Subject: Following Up on [Position/Networking Opportunity]

Dear [Hiring Manager/Recruiter/Networking Contact's Name],
I wanted to follow up regarding the [position/opportunity] we discussed earlier. I understand that things can get busy, and I appreciate your time in considering my application.

I remain enthusiastic about the possibility of contributing to [Company/Networking Group] and would be grateful for any updates on the status of my application or our potential collaboration. Thank you for your time, and I look forward to hearing from you soon.

Best regards, [Your Full Name]

Reiteration of Interest:

Subject: Reiterating My Interest in [Position/Networking Opportunity]

Hello [Hiring Manager/Recruiter/Networking Contact's Name],

I wanted to express once again my genuine interest in the [position/opportunity] at [Company/Networking Group]. I understand that your schedule may be hectic, and I truly appreciate the time you've already invested in our discussions.

If there are any additional materials or information you need from me, please let me know. I am very eager about the prospect of joining [Company/Networking Group], and I'm looking forward to any updates you can provide.

Thank you for your consideration.

Best regards, [Your Full Name]

Checking In:

Subject: Checking In on [Position/Networking Opportunity] Status

Hi [Hiring Manager/Recruiter/Networking Contact's Name],

I understand that things can get hectic, and I wanted to check in on the status of my application for the [position/opportunity] we discussed.

I remain enthusiastic about the possibility of contributing to [Company/Networking Group] and would appreciate any updates or insights you can provide. Thank you for your time, and I look forward to hearing from you soon.

Best regards, [Your Full Name]

Expressing Flexibility:**Subject: Flexible and Open to Discuss [Position/Networking Opportunity]**

Dear [Hiring Manager/Recruiter/Networking Contact's Name],

I understand that schedules can be unpredictable, and I wanted to express my continued interest in the [position/opportunity] at [Company/Networking Group].

I am flexible and open to discussing any adjustments or additional information needed from my end. Your updates on the status of my application or any next steps would be greatly appreciated.

Thank you for your time, and I look forward to hearing from you.

Best regards, [Your Full Name]

Expressing Gratitude and Seeking Guidance:**Subject: Grateful for the Opportunity – Seeking Your Guidance**

Hi [Hiring Manager/Recruiter/Networking Contact's Name],

I wanted to express my gratitude for the opportunity to discuss the [position/opportunity] with you. Your insights were valuable, and I am genuinely excited about the prospect of contributing to [Company/Networking Group].

I understand that time is precious, and I would be grateful for any guidance or updates you can provide regarding the status of my application. Thank you for considering my candidacy.

Best regards, [Your Full Name]

Subject: Clarification on [Position/Networking Opportunity] Application**Dear [Hiring Manager/Recruiter/Networking Contact's Name],**

I wanted to follow up on our recent discussions regarding the [position/opportunity] at [Company/Networking Group].

In reviewing our conversation, I realized that there might be some additional information or clarification I failed to provide. I want to ensure that you have all the necessary details to make an informed decision. If there's anything specific you'd like me to elaborate on or if there are additional materials you require, please let me know.

I understand that you have a busy schedule, and I appreciate your time and consideration throughout this process. Your guidance is invaluable, and I want to make sure I've covered all bases.

Thank you for your understanding, and I look forward to any further instructions or feedback you may have.

Best regards, [Your Full Name]

Feel free to customize these templates based on your specific situation and the level of formality appropriate for your interactions with the respective individuals.



Dealing with being ghosted can be challenging, but it's essential to prioritize your well-being and maintain a positive mindset. Here are 10 reminders to help you move past being ghosted and continue to show up with confidence:

- 1. It's Not About You:** Remember that being ghosted is often more about the other person's situation or priorities than it is about you. People have their reasons for their actions, and it's not a reflection of your worth.
- 2. Focus on Self-Worth:** Your value is not determined by someone else's response or lack thereof. Remind yourself of your strengths, accomplishments, and the positive qualities that make you unique.
- 3. Embrace Rejection as Redirection:** Sometimes, being ghosted redirects you toward better opportunities or relationships. View it as a natural part of the journey, leading you to more compatible connections.
- 4. Don't Take It Personally:** Avoid internalizing the ghosting as a personal failure. Everyone has their own life circumstances and challenges. It's not always a commentary on your character or abilities.
- 5. Learn and Grow:** Use the experience as an opportunity for self-reflection and personal growth. Consider what you've learned from the situation and how you can apply it positively in the future.
- 6. Maintain Perspective:** Keep the bigger picture in mind. This one instance does not define your entire professional or personal life. There are numerous opportunities and connections awaiting you.
- 7. Diversify Connections:** Broaden your network and engage in various opportunities. The more diverse your connections, the less impact a single instance of ghosting will have on your overall journey.
- 8. Set Realistic Expectations:** Understand that not every interaction will result in a positive response. Setting realistic expectations helps you approach situations with resilience and a healthier perspective.
- 9. Prioritize Self-Care:** Take care of your mental and emotional well-being. Engage in activities that bring you joy, relaxation, and fulfillment. A healthy mindset contributes to resilience.
- 10. Celebrate Your Efforts:** Acknowledge and celebrate the effort you put into networking, job applications, or any other area where you faced ghosting. Recognize your persistence and commitment to your goals.