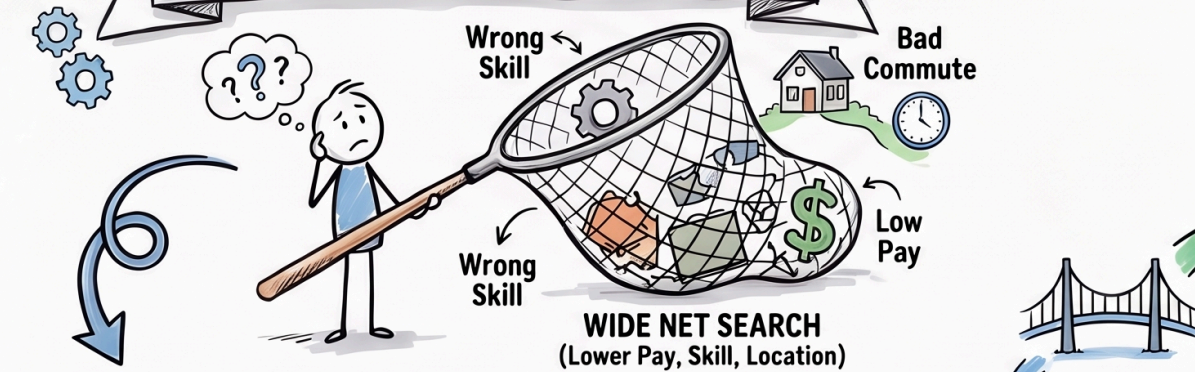


The Flexibility Paradox: Why Searching Broader Backfires

Paradox: Broad flexibility reduces re-employment quality and offers, leading to misfit.

THE PROBLEM: How Broad Flexibility Backfires



* Skill and commuting flexibility reduce total job offers



Negative employer perceptions of fit outweigh the higher volume of applications submitted.

Flexible searches lead to severe underemployment



Accepting mismatched roles results in skill underutilization, lower satisfaction, and higher turnover.

Driven by market desperation rather than strategic planning

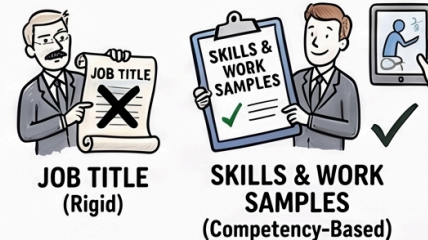


Strong career planners search less flexibly, whereas low confidence drives lowered standards.

THE SOLUTION: Shift to Precision Reorientation

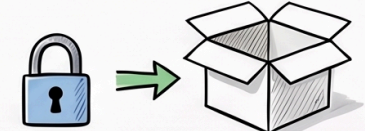
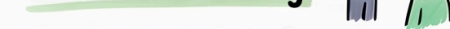


Transition to skills-based hiring models



Use competency-based descriptions and work samples instead of rigid previous job titles.

Enforce guided and phased flexibility in career coaching



STAGE 1:
FOCUSED
SEARCH

(Protect Initial Search)

STAGE 2:
STRATEGIC
BROADENING

(Based on Skills Audit)

Protect initial focused searches before strategically broadening criteria based on skills audits.