



Why Your Experience Might Be Working Against You, an Insider View

Ronece Dobrowolski Consulting

Why Your Experience Might Be Working Against You

An Insider View

You have the experience. You have the track record. And yet something is getting in the way. Before you conclude it is your age, read this because the real reasons are more specific, more fixable, and far less personal than you think.

The 5 Real Reasons Experienced Professionals Get Overlooked

- 1 They question whether you will adapt, not whether you are capable.**
Reality: *Decision-makers are not doubting your skills. They are asking whether you have evolved with your industry. Evidence of recent learning, new approaches, or changed thinking closes this fear instantly.*
- 2 They worry you are overqualified and will leave or become resentful.**
Reality: *If you have not given them a clear, genuine reason why this specific role matters to you right now, they will quietly assume you are settling. Address it before they ask.*
- 3 They cannot see past your job titles to your actual impact.**
Reality: *A resume that lists responsibilities is invisible. A resume that shows outcomes what changed, what you built, what you saved is what gets read. The difference is the difference.*
- 4 They interpret your silence as contentment.**
Reality: *If you have not clearly communicated where you want to go and why you are ready, the people making decisions will assume you are happy where you are. Silence is almost always read as satisfaction.*
- 5 Your application is not getting past the system before a human sees it.**
Reality: *Most large organisations filter applications automatically before anyone reads them. If your resume does not include the specific language from the job description, it may never reach a decision-maker regardless of your suitability.*

None of these are permanent. All of them are strategic. And every single one can be addressed once you know where the gap is.

The Gap Nobody Talks About

Here is something most career resources will not say directly: the job search process was not designed with experienced professionals in mind. Applicant tracking systems, LinkedIn algorithms, and modern interview formats were largely built around early-to-mid career candidates.

That is not an excuse, it is a map. Once you understand the terrain, you can navigate it.

What most people believe	What actually moves the needle
<i>My work should speak for itself</i>	Speaking clearly about your impact in the language of outcomes
<i>Loyalty and tenure earn advancement</i>	Visible readiness, communicated confidently and specifically
<i>Applying to more jobs will eventually work</i>	Targeted strategy fewer applications, stronger positioning, better conversations
<i>Age is the real barrier</i>	Positioning and strategy are the real barriers, and both can be changed

One Question Worth Sitting With

If a decision-maker looked at how you are currently presenting yourself your resume, your LinkedIn, the way you talk about your experience would they see the full picture of what you bring? Or would they see a history without a story?

That gap between what you know you are capable of and what a stranger can see from the outside that is exactly what a strategy session is designed to close.

Ready to Close the Gap?

Book your free 30-minute Strategy Session with Ronece.

You'll leave with clarity, a clear next step, and a plan that fits your experience.

www.ronecedobrowolskiconsulting.com.au | 0431 527 807 | ronece@ronecedobrowolskiconsulting.com.au