Dacia "Dee" DeRidder
MBA, SHRM-SCP, NRWA, NCOPE, ICF
dee@missfitcoaching.com
Dacia DeRidder
312 380 5682

www.missfitcoaching.com

CLIENT SUCCESS STORY

RP

VP-Level Payer Growth Executive · Healthcare

PLACED — JANUARY 2026

4–5 months from engagement start · Target compensation $250–$300K

WHERE HE STARTED

RP came to MissFit Mindset in summer 2025 after 24 years of straight employment, the last 13 at a single healthcare organization. A settlement restriction had just lifted. His search was already in motion: LinkedIn applications, networking events, first conversations everywhere, second conversations nowhere.

The market kept telling him he was too expensive. He believed it. The financial pressure was present in every session. He was doing everything the conventional playbook said to do, and nothing was converting.

WHAT WAS ACTUALLY BROKEN

RP's qualifications were never the issue. But three things were broken. He was running a reactive search, applying to posted roles and waiting for the market to respond to his credentials. At the VP level, that approach is structurally broken. His pipeline had five simultaneous compromised opportunities rather than one strong pursuit. And the market feedback he kept receiving, that they could not pay for his experience, was not a ceiling. It was a positioning problem.

WHAT CHANGED

RP signed on to the full-service engagement in October 2025 and handed the search to the MissFit Mindset team. The team built the search as a system, a target-company heat map, hidden job sourcing, and a managed pipeline tracker. He stopped applying everywhere and started pursuing the right buyers.

By November, he had received multiple offers and turned down a higher-paying offer because it was the wrong fit, even without a confirmed offer in hand elsewhere.

> *"Is that fear or logic? Total fear. Never been through this before, and it's brutal."*
>
> RP — NOVEMBER 17, 2025

He named the fear himself, and made the decision anyway. That was not the RP who arrived in July.

WHERE HE LANDED

In January 2026, RP accepted a VP-level payer growth role. Two weeks into the new job, with a workforce reduction announced and his original manager sidelined, he stayed calm.

> *"I was miserable in the last five years because I focused too much on what I thought the company needed rather than what my boss desired. During the first 15 years, I was successful because I prioritized making my boss happy."*
>
> RP — JANUARY 5, 2026

> *"I can survive job displacement and secure work through networking and my own initiative. This realization helps me overcome the fear that previously led me to accept miserable jobs."*
>
> RP — JANUARY 5, 2026

THE SHIFT

RP entered believing the market owed him a job commensurate with his experience. He left knowing the market pays for perceived future value to a specific buyer, and that his most important asset in the next role is not his expertise, but his relationship with his boss.