

JOB SEARCHES & INTERVIEWS

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This seminar cannot tell you
everything you need to know

- Go to the Career Center
- Read articles & books
- Get mentored

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This seminar will discuss some of the Psychology behind job-seeking

- Person-Organization Fit & Vocational Calling
- Job-seeking strategies
- A few interviewing tips

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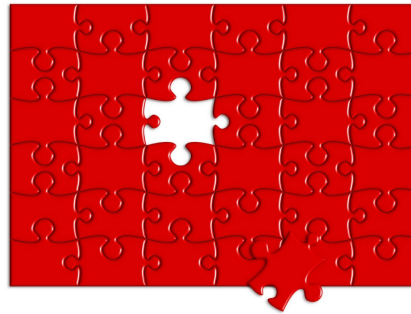
Describe your ideal job

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Person-Environment Fit

- Supplementary: It's just like me!
- Complementary: It gives me something I need and don't have

- Levels of fit
 - Person-Vocation Fit
 - Vocational Interest Inventories
 - Strengthsfinder
 - Calling
 - Person-Organization Fit



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Person-Organization Fit

- | | |
|---|---|
| • Tasks / type of work | • Vacation |
| • Salary | • Ability to find a partner / partner employment |
| • Hours <ul style="list-style-type: none"> • Per day • Per week | • Work-nonwork balance <ul style="list-style-type: none"> • Flexibility in scheduling • Expectations for work outside of 'work hours' • Integration vs. segmentation climate |
| • Stress | • Advancement |
| • Social environment | • Fair treatment |
| • Travel | • Climate |
| • Location | • Benefit to society |
| • Commute | |
| • Benefits / retirement | |

What are your top 5?

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How will you find a job?

- What strategies / sources will you use?
- Which are the best ones and why?

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Job-seeking strategies



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Some major sources / strategies

- Print media (newspaper)
- Professional societies / trade publications
- Career Services Centers (university and municipal)
- Online job boards
- Career fairs
- Headhunters
- Cold calls
- Temporary employment
- Networking
 - Family / friends
 - Alumni
 - Weak ties

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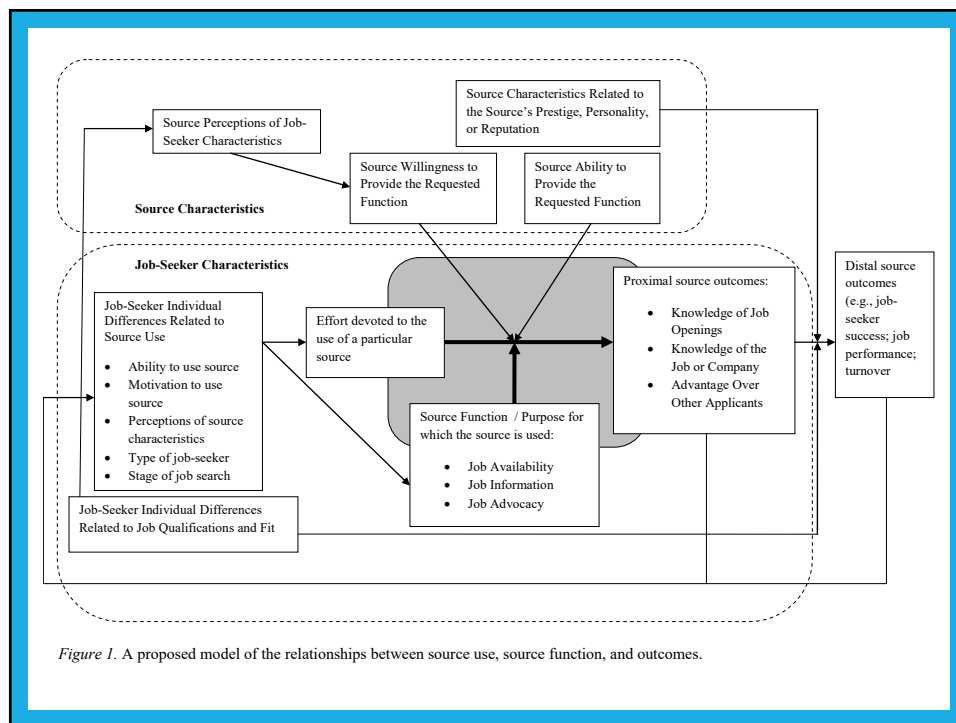


Figure 1. A proposed model of the relationships between source use, source function, and outcomes.

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Job Availability

- Good: Internet job boards
- Good: Trade publications / professional societies
- Challenges of networking
 - Size of network
 - Closeness of network
- Expanding your network
 - Conferences
 - Mentors
 - Internships / research collaborations
 - Going beyond CSU?


About 47,600,000 results (0.67 seconds)

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Job Information

- Differentiate between perception of product vs. perception of employer
- Richer sources
 - Company website (maybe): RJP's
 - Glassdoor, etc. (maybe)
 - Incumbents / former employees

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"Extremely low pay/ Rewarding experience"

Former Employee - Instructor

I worked at Cleveland State part-time

Pros

Working with students and gaining teaching experience.

Cons

The pay, the parking, and lack of resources for part time instructors.

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Helpful

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Job Advocacy

- Incumbents / Networking
- Advisors

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Interviews

- They're looking for fit too
 - Supplementary and Complementary
 - Fit with current position as well as future positions...
 - Do your homework
 - They're doing their homework
 - Signaling Theory (resume, attire, email, social media)
- Types of interviews
 - Unstructured vs. structured
 - Tell me about a time when you [failed at something]
 - Tell me about your experience with [xxx]
- Ask disconfirming questions
- Never pass up an opportunity for food, water, bathroom

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Takeaways

- Fit is underestimated
- Use a variety of job-seeking strategies for a variety of purposes
- Take the interview seriously