

# 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

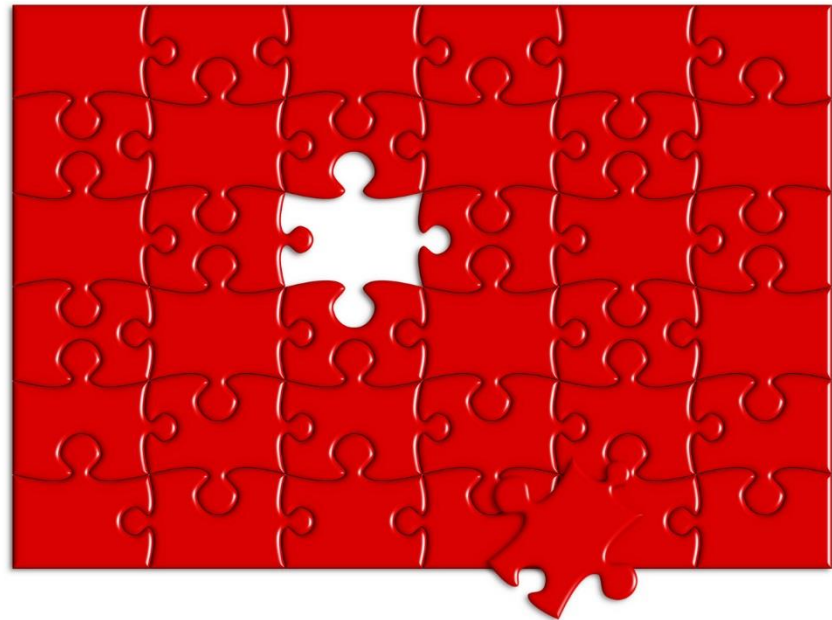
# This seminar will discuss some of the Psychology behind job-seeking

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

Describe your ideal job

# 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



# Person-Organization Fit

- Tasks / type of work
- Salary
- Hours
  - Per day
  - Per week
- Stress
- Social environment
- Travel
- Location
- Commute
- Benefits / retirement
- Vacation
- Ability to find a partner / partner employment
- Work-nonwork balance
  - Flexibility in scheduling
  - Expectations for work outside of 'work hours'
  - Integration vs. segmentation climate
- Advancement
- Fair treatment
- Climate
- Benefit to society

What are your top 5?

# How will you find a job?

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

# Job-seeking strategies



**MID-OHIO  
VALLEY  
JOB FAIR**

**Ohio**  
MeansJobs.com

Search job opportunities  
from Ohio employers,  
national commercial job  
boards, & niche industries.



**Work**  
>>>>Net

BGSU's Online Job & Internship  
Database: **Students** | **Employers**



# 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

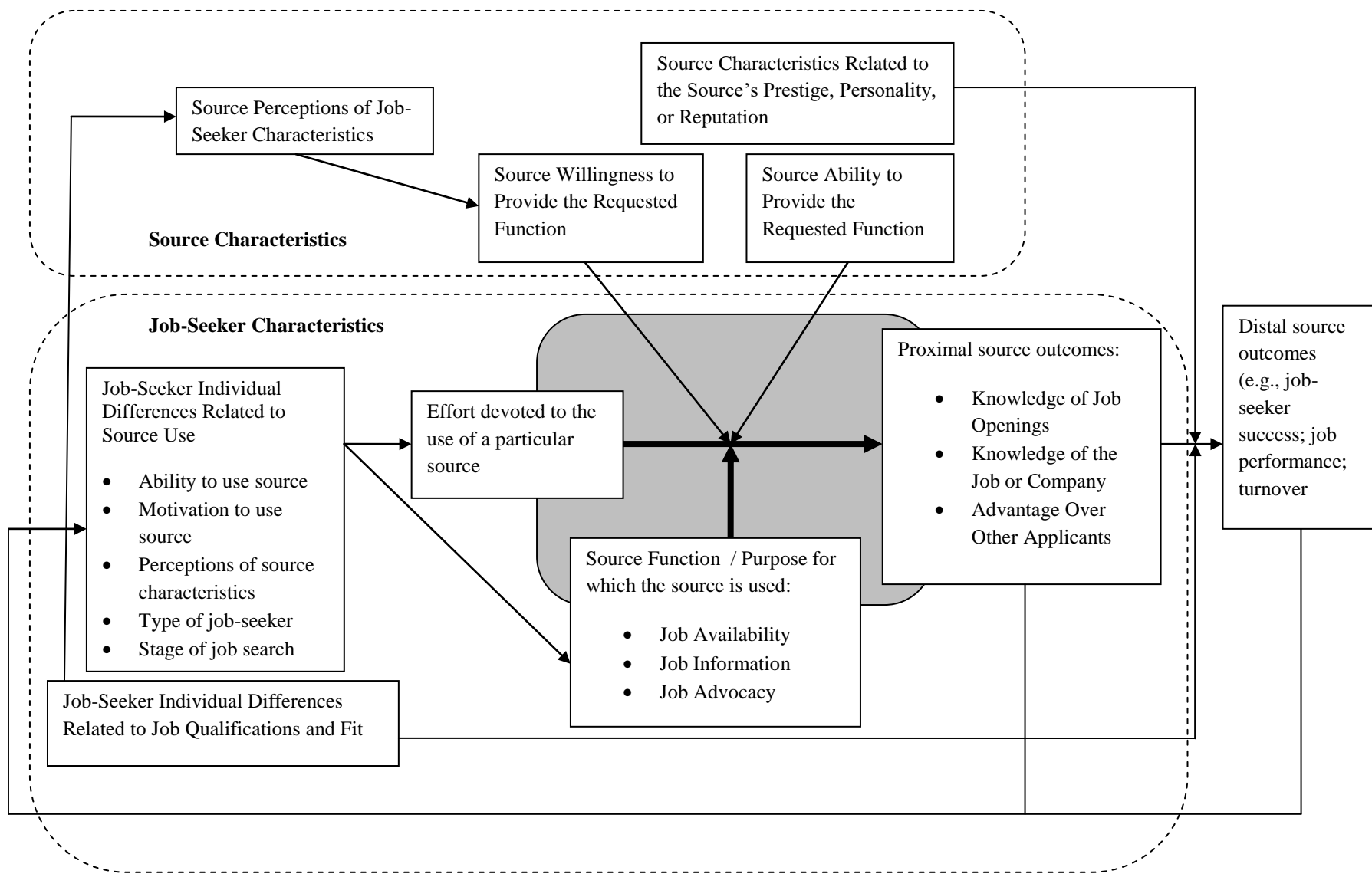


Figure 1. A proposed model of the relationships between source use, source function, and outcomes.

# 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)**

# 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.



Helpful



# Job Advocacy

- Incumbents / Networking
- Advisors

# 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

# Takeaways

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