

JOB SEARCHES & INTERVIEWS

Michael Horvath
Associate Professor
Department of Psychology

This seminar cannot tell you
everything you need to know

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

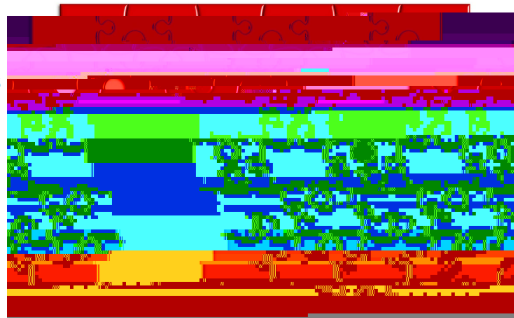
This seminar will discuss some of the Psychology behind job seeking

- 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

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

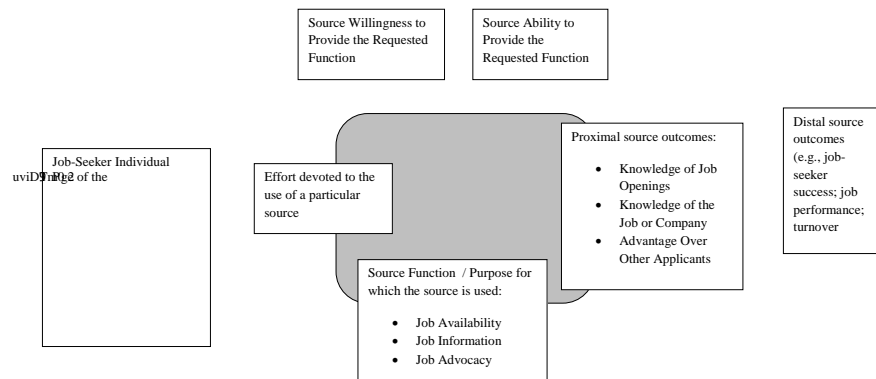


Figure 1. A proposed model of the relationships between source use, source function, and outcomes.

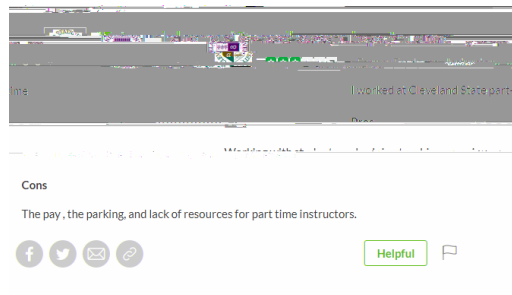
Job Availability

- 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



Job Advocacy

- Incumbents /

Takeaways

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