Job Hunting: The Facts



How long does a typical interviewer take to make up their mind about hiring you?

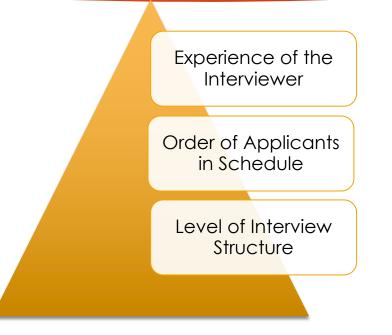


Time to Hiring Decision

5 Minutes



Length of Time to Decision Depends On:





What is the deciding factor in extending a job offer?



Deciding Factor in Hiring Decision

TRUST



6

Reasons for Not Hiring

- No demonstration of interest in the field
- Not prepared
- No relevant experience
- Poor interviewing skills
- Bias
- Cultural fit
- Judgment issues



Types of Bias

Confirmation Bias: The tendency to process information by looking for, or interpreting, information that is consistent with one's existing beliefs

Affinity Bias: We like people who are similar to us

Perception Bias: Forming stereotypes about specific groups of people

Halo Affect: When we like someone, everything they do is good



How long will you be in your first job?



Over 50% of recent graduates ages 18-24 with a Bachelor's Degree will leave their jobs within one year

Bureau of Labor Statistics



The Job Search

RESEARCH OUTREACH INTERVIEWING FOLLOW-THROUGH



Research

- Company Websites
- LinkedIn
 - Company Page
 - Identify Key Executives at the company
 - Identify School Alumni at the company
 - Identify EBF Fellows at the company



Outreach: Networking

Relationships, Relationships, Relationships!

- Informational Interviews
 - Prepare list of questions
 - Thank you note
 - On-going follow up
 - Keep a tracking document for all contacts



Networking

Use all available sources to network

- Emma Bowen alumni
- School alumni
- Professors
- Parents of friends
- Mentors
- Professional organizations (NABJ, NAHJ, AAJA, NAMIC)



Networking

Make a plan prior to the meeting

- Develop a list of questions, prioritized
- Always ask if they can recommend anyone else for you to speak with
- Follow up with a personalized thank-you note

Keep a tracking document to monitor whom you have met with, next steps, etc.





Keep contacts informed of your progress

If you get a job, send a thank you note to all who helped

Remind people if you are still looking

