

MARIETTA COLLEGE CAREER CENTER



a to z
job search
guide book



PURPOSE

This guide will answer questions and provide resources for your job search. Good luck during this challenging and exciting process, and remember, the Career Center is a resource for you.

Office Hours:

Monday through Friday | 8 a.m. to 5 p.m.

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The Career Center at Marietta College

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The Career Center at Marietta College

The Career Center at Marietta College is staffed by professionals who prepare students for successful futures by providing:

- ▶ career advising;
- ▶ access to experiential education;
- ▶ state-of-the-art job search and graduate school resources and programs;
- ▶ the necessary tools to transition from Marietta College to the World of Work.

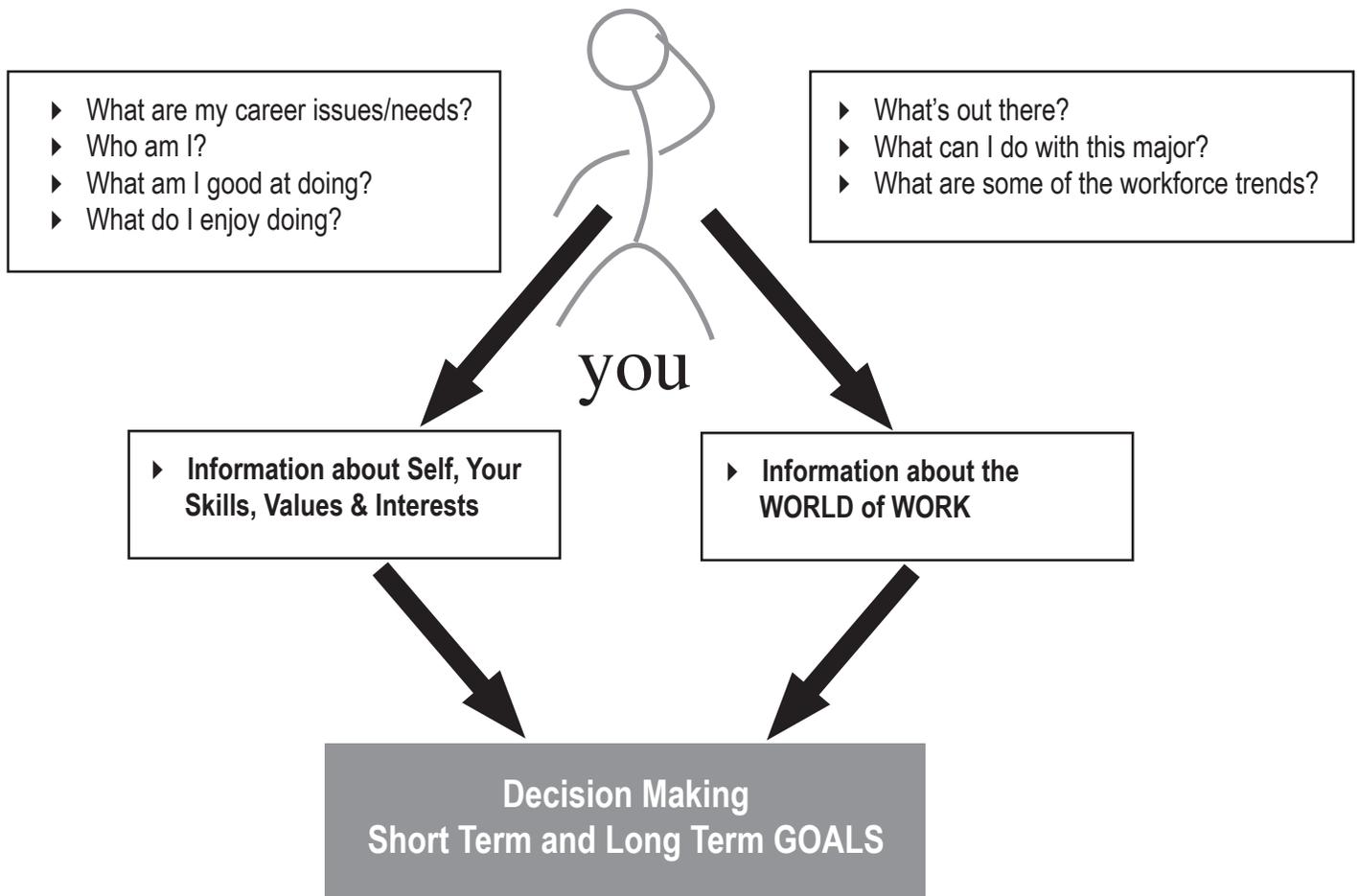
Students are encouraged to visit the Center for individual advising and they can also take advantage of the variety of career workshops and events offered throughout the year such as: “Etiquette 101” and “Preparing for Graduate School,” just to name a few.

The Career Center is also involved in a variety of career fairs throughout the year, including the **Teacher Recruitment Consortium**, the **Ohio Foundation of Independent Colleges**, **CareerFEST**, and the **Muskingum & Marietta College Interview Day**. In addition to these recruitment and networking events, the Center maintains a database of employment and internship opportunities that students and alumni can access free of charge 24/7 through College Central (www.collegecentral.com/marietta). Through résumé referrals, alumni mentoring, company info sessions, and on-campus interviews, the Career Center facilitates connections with employers throughout the region and beyond.

For More Information

Visit the Career Center Web site: www.marietta.edu/student/career or contact the Career Center, Monday through Friday, 8 a.m. to 5 p.m. To schedule an appointment, please call 740.376.4645 or email cc@marietta.edu.

Career Exploration Process



ACTION



Career Development Timeline

Freshman Year

Self Assessment & Engagement

During your college career, you will be presented with many fantastic opportunities to learn and grow within yourself and your career. You will have many important decisions to make. Be open to all possibilities and explore as many as you can.

- ▶ Concentrate on your core subjects; develop good study habits and create the best academic self-portrait possible.
- ▶ Familiarize yourself with the College—its departments and services. Visit the Office of Student Activities to learn about and get involved in extracurricular activities, but don't sacrifice good grades by overextending yourself.
- ▶ Learn what majors are offered at Marietta and research those of interest. Schedule an appointment with an academic advisor and visit professors during office hours to discuss your choices.
- ▶ Begin developing a career portfolio. Start with an essay about why you chose to attend Marietta.
- ▶ Utilize FOCUS, the Career Center's online career guidance tool, to learn more about your skills and interests and how they connect to careers.

Sophomore Year

Exploration through Experience

An important decision concerning your major is made during this year. Remember that your field of study can be a strong link to your eventual career choice. Begin self-assessment and the networking process.

- ▶ You will need to declare a major by the second semester of your sophomore year.
- ▶ Expand your fields of study. Take a course that interests you. Focus on your study habits and grades. Seek tutoring if needed. Consider a minor or concentration.
- ▶ Visit the Career Center to obtain advice on a career-related summer job, internship or leadership activity.
- ▶ Learn the art of résumé and cover letter writing.
- ▶ Consider informational interviews as part of the exploration process.
- ▶ Attend career-related events.

Career Development Timeline

Junior & Senior Years

Networking & Implementation

Put into practice the knowledge and skills you have gathered so far. Will you be entering the workforce or attending graduate school?

- ▶ Make sure you have an account in College Central and keep your résumé in this system current.
- ▶ Conduct Informational interviews in the areas of interest to you.
- ▶ Take advantage of the Career Center's recruiting programs and career development workshops.
- ▶ Schedule an appointment with the Career Center to perform a mock interview to get ready for the real thing!

get the **right**
start



Résumé Writing Basics

PURPOSE	The main objective of the résumé is to get an INTERVIEW. A résumé does not get you a JOB.
BE BRIEF	Demonstrate your ability to summarize and consolidate information. Use short words and sentence fragments NOT complete sentences. A one-page résumé is the ideal.
BE SPECIFIC	Use concrete examples of achievements instead of listing job descriptions. Use active verbs (initiated, organized, managed, directed)—past tense if you are no longer in that job; present if you are. Stress the value delivered. Qualify and quantify your information (supervised 10 crew members) and mention ways that you made a difference. Don't just list duties.
BE ACTIVE	Use strong active words that create a positive image. Carefully choose your verbs, adjectives and adverbs. A résumé is YOUR marketing tool: be yourself!
BE HONEST	Don't lie! It will come back to haunt you.

Things to Avoid

- ▶ Information such as height, weight, age, race, religious affiliation, health, family size, or marital status should not be included.
- ▶ Do not include references on your résumé.
- ▶ Do not staple.

Key Concept to Résumés

No one résumé will please every employer. Learning about the industry will aid you in determining how to focus your résumé. If in doubt about the industry “standard,” seek professional advice from someone working in your desired career field. They got there and so can you!

Sample Résumé Layout

Objective:	This is optional; include only if you can be CLEAR and SPECIFIC. Make sure you target it to each job you apply for.
Example:	Seeking a summer internship in advertising utilizing strong computer and project management skills.
Education:	Include: degree, major, name of college, city, state, and date of graduation. <i>Only include your GPA if it is 3.0 or above.</i>
Example:	MARIETTA COLLEGE, Marietta, OH Bachelor of Arts in Psychology, to be awarded May 2008 Minor: Leadership Studies GPA: 3.3/4.0
Relevant Coursework:	list 4 to 6 courses (use course name not course number) that may be related to the position you're seeking.
Experience:	Include all relevant full-time and part-time positions, internships, summer jobs, community service, campus leadership experience, and research projects. This information can be organized by category or whether it's related to your current goal. In most situations it is best to present in reverse chronological order.
Skills:	Include computer skills, special skills, and language skills, if applicable.
Sports, Interests, Activities, etc.:	Make sure you list dates and leadership titles/awards.

Résumé Checklist

- ▶ Is your résumé limited to no more than two font styles, preferably one?
- ▶ Are the margins between ½ and 1-inch wide?
- ▶ Is your résumé professional, neat, and easy to read?
- ▶ Is it free of typing, spelling, and grammatical errors?
- ▶ Is your résumé free of unnecessary words such as “responsible for”, “duties included?”
- ▶ Does your résumé use the “I” pronoun? It shouldn't!
- ▶ Does your résumé highlight the most important information you need to stress?
- ▶ Does your résumé emphasize the positive and support your goal?
- ▶ Does your résumé match the skills and requirements of the position you are applying to?
- ▶ Have you used strong action verbs and quantitative measure to emphasize your accomplishments?
- ▶ Do you see a lot of repetition in types of experiences, duties, words described? You shouldn't!
- ▶ Is your résumé accurate and honest?
- ▶ Has your résumé been critiqued by someone in the field and/or someone in the Career Center?
- ▶ Are you prepared to discuss all the information presented on your résumé with an employer?
- ▶ Is your résumé printed on professional quality paper with no staples or folds?

Carin Campbell

ccc@marietta.edu

Current Address (until May)

Marietta College, Box #100454, 215 Fifth St
Marietta, OH 45750

Permanent Address

120 Carter St.
Detroit, MI 43015

Education: Marietta College, OH
Major: Political Science, Minor: Psychology

Bachelor of Arts, May 2008
GPA: 3.611/4.0 scale

International

Experience: **Service in Schools**, Service Trip with Marietta College to Accra, Ghana, May 2008
• Supply computers to promote technology and educate the school on software programs

Family Stay, Imersion Experience with High School, Toulouse, France, 2002
• Enhanced language skills and learned about the French culture

Career-related

Experience: **Intern**, President Campaign, Manchester, N.H., Dec. 2007 - Jan. 2008
• Organized and entered field data and out-of-state volunteer data
• Participated in field work, such as canvassing and phone banking

Other

Experience: **Resident Assistant**, McCoy Hall, Marietta College, Marietta, Ohio, Aug. 2006 - Present
• Ensure residents' safety by enforcing campus policies
• Build community through the use of programming

Circulation Assistant, Library, Marietta College, Marietta, Ohio, Aug. 2005 - Present
• Assist patrons with acquiring library materials

Dietary Server, Willow Ridge Nursing Home, Detroit, Mich., Feb. 2002 - Present
• Aid residents with their meal orders and dietary needs

Academic

Honors: **Dean's High Honors List**, Marietta College, Fall 2005 - Present
• Student must be enrolled in 15 credit hours and maintain a GPA of 3.5 or higher on a 4.0 scale

Psi Chi Member, National Honor Society of Psychology, Fall 2007 - Present
• Members must be in the top 35 percent of their class with an overall GPA of 3.0 on a 4.0 scale in all psychology courses

Pi Sigma Alpha, National Honor Society of Political Science, Spring 2008
• Members must have an overall GPA of 3.1 on a 4.0 scale in all political science courses

Computer

Skills: Windows XP, MS Office (Word, Excel and PowerPoint), Adobe Photoshop, SPSS

Interests: Psychology Club (2005 - Present); Recycling Club (2007 - Present); McCoy Hall Council (2006 -Present); Rainbow Alliance (2008); Women's Tennis Team (2006 - 2008)

Joe Burdine
(417) 425-2198
jjb002@marietta.edu

Present Address

Marietta College, 215 Fifth St. #907
Marietta, OH 45750

Permanent Address

332 Smith St.
Bexley, OH 47500

Objective:

Seeking a position in marketing utilizing strong program management and organizational skills.

Education:

Marietta College, Marietta, Ohio
Bachelor of Arts Major: Marketing Minor: Sports Management
Intended graduation: May 2008

Related Experience:

Fall 2007 *Marietta College* *Marietta, Ohio*

Capstone Internship

- Worked with local funeral home to develop a marketing plan to increase pre-planning sales and visibility of gift shop.

Winter 2007 - 2008 *Prime Supply Group* *Bexley, Ohio*

Marketing Internship

- Developed video presentations of poultry processing machines to be shown at trade shows. (International Poultry Expo).
- Created PowerPoint presentations to show to prospective clients of Prime Equipment Group machines and third party companies represented by Prime.
- Devised content for CD's containing literature and videos to be handed out to potential clients.
- Wrote an introductory presentation about Prime Equipment Group to orient new employees.

Additional Experience:

Summer 2004 to Present *Smith & Smith* *Bexley, Ohio*

General Labor

- Provide landscaping and general maintenance of a medium size manufacturing facility.

Shipping and Receiving

- Process sales orders and ship spare parts orders to customers.

Inventory

- Cycle counted inventory for adjustments and adjusted inventory in computer.

Computer Software Experience:

Peachtree Accounting Software
Global Shop (Material Requirement Planning)
UPS GroundShip
Microsoft Movie Maker
Video editing and compilation

Anthony Brickman

23 Winding Way, Dayton, OH 45401, (937) 222-5656, anthonybrickman@yahoo.com

OBJECTIVE

Seeking a full-time position in the field of petroleum geology.

EDUCATION

Bachelor of Science, Marietta College, Marietta, OH

GPA 2.62/4.00 Dec. 2007

Major: Geology

Minor: Petroleum Engineering

WORK RELATED EXPERIENCE

Linn Energy

Pittsburgh, PA

Summer 2007

• **Production Geologist**

- ▶ Correlated logs for tops of formations so that proven undeveloped locations could be analyzed
- ▶ Contoured formation tops onto the desired mapping surface using Sufer
- ▶ Created Proven Undeveloped Location spreadsheet that consisted well information and projected depth of each formation for each well
- ▶ Characterized a reservoir by calculating $\Phi \cdot H$

Triad Resources

Marietta, OH

Winter 2007

- Observed hydraulic fracture and wire line logging operations
- Roustabout on drilling rig

Equitable Resources

Pittsburgh, PA

Summer 2006

• **Junior Geologist**

- ▶ Created contour and isopac maps using Geographics
- ▶ Correlated logs for tops of formations on newly drilled wells
- ▶ Assisted with perforation intervals
- ▶ Picked fracturing types for the desired formation
- ▶ Correlated logs for faults and created faulting plane map

Arvilla Pipeline and Oil Field

St. Marys, WV

Summer 2005

- Worked as a service rig hand
 - ▶ Gained experiences in swabbing and running rods and tubing
- Reclaimed locations
 - ▶ Assisted in setting production equipment, heater tanks, pumping units, and tanks
- Assisted crew in laying production gas line

SCHOOL/VOLUNTEER ACTIVITIES

- Society of Petroleum Engineers (SPE), member since 2004
- More than 30 hours of Community Service (Habitat for Humanity, American Red Cross)

HONORS/ AWARDS

- Received Departmental Honors, Marietta College *Spring 2006*
- Awarded Presidential Scholarship, Marietta College *Fall 2003*

OBJECTIVE: Seeking a full time sports marketing/management position.

QUALIFICATIONS

Dec 2007- present Marietta College Sports Information Director Marietta, Ohio

Sports Information/Media Guide Developer

- Responsible for assisting the sports information director in coordinating sports information for intercollegiate games
- Develop press releases and story ideas on student athletes
- Attend sporting events to assist media coverage
- Create game programs
- Responsible for the production of the 2008 Softball Media Guide
- Update all records as well as developed content for 2008 preview, 2007 review, coaching biographies and player profiles

May 2007-Aug 2007 Akron Aeros Professional Baseball Akron, Ohio

Marketing Intern

- Produced flyers and brochures to assist the Group Sales Department
- Assisted in the promotion of game day marketing and sponsored giveaways, in game and during exit distributions
- Prepared staff for upcoming homestand and or single game
- Observed team marketing and homestand meetings
- Met with key investors and sponsors in the 2007 season
- Produced, created, and marketed several game-day events
- Assisted with the assembly of tax audit sheets and booklets

Jan 2007-April 2007 Marietta College Baseball Day Marietta, Ohio

Public Relations Partner

- Contacted key newspaper and news stations for promotional purposes
- Coordinated local media interview requests
- Assisted in the body copy/headline of event
- Set up past player list for sponsorship contacts
- Developed and implemented design principles for promotional material

Aug 2006 - Dec 2006 WCMO News Station (College) Marietta, Ohio

WCMO Staff Writer

- Produced sports news stories for on-air productions

Rob Turnlee

606 Tenth Street
Marietta, Ohio 45750
(740) 391-1974
rob_turnlee@hotmail.com

EDUCATION

Marietta College

Bachelor of Arts, May 2009

Advertising and Public Relations

GPA- 3.45

RELATED SKILLS

- QuarkXpress
- Adobe Photoshop
- Dream Weaver
- InDesign
- Excel
- PowerPoint
- Publisher

EXTRACURRICULAR

- Habitat for Humanity
- Unicef
- MC Softball Clinics
- MC Softball
 - Player 2005- present
- Pre-law Society
 - Member 2004-present

RELATED COURSEWORK

- Marketing: Consumer Behavior
- Sports Law
- Business Law
- Ad Copy and Layout
- Ad Campaigns

Action Verbs

A

Accelerated
Accentuated
Accomplished
Achieved
Acquired
Activated
Adapted
Addressed
Adjusted
Adhered to
Administered
Adopted
Advanced
Advised
Allocated
Analyzed
Annotated
Anticipated
Applied
Appraised
Approved
Arranged
Articulated
Assembled
Assessed
Assigned
Assumed
Attained
Audited
Augmented
Authored
Authorized
Averted
Avoided

B

Balanced
Briefed
Broadened
Budgeted
Built

C

Calculated
Carried out
Catalogued
Categorized
Caused
Centralized
Chaired
Changed
Channeled
Charted
Checked
Clarified
Coached
Coded
Collaborated
Collated
Collected
Combined
Commanded
Commissioned
Committed
Communicated
Compared
Completed
Compiled
Composed
Conceived
Concluded
Condensed
Conducted
Confronted
Consolidated
Constructed
Consulted
Continued
Contracted
Contributed
Controlled
Converted
Conveyed
Convened
Cooperated

Coordinated
Corrected
Corresponded
Counseled
Created
Critiqued
Cultivated

D

Decided
Decreased
Defined
Delegated
Delivered
Demonstrated
Derived
Designated
Designed
Detected
Determined
Developed
Devised
Diagnosed
Directed
Dispensed
Displayed
Distributed
Drafted
Dramatized

E

Earned
Edited
Educated
Effected
Elicited
Emphasized
Employed
Empowered
Encouraged
Endured
Enforced

Engineered
Enlisted
Entertained
Evaluated
Established
Estimated
Examined
Exchanged
Executed
Exercised
Exhibited
Expanded
Expedited
Experienced
Explained
Explored

F

Facilitated
Featured
Figured
Financed
Focused
Forecasted
Formed
Formulated
Fostered
Functioned

G

Generated
Governed
Grouped
Guided

H

Handled
Helped
Headed
Hired

I

Identified
Illustrated
Implemented
Imposed
Improved
Increased
Indicated
Influenced
Informed
Initiated
Inquired
Inspected
Inspired
Installed
Instigated
Instilled
Instituted
Instructed
Insured
Interpreted
Intervened
Interviewed
Investigated

J

Judged

L

Launched
Lectured
Led
Licensed
Listened
Lightened
Liquidated
Located

M

Made
Maintained

Managed
Mapped
Marketed
Mastered
Measured
Mediated
Merited
Minimized
Mobilized
Modeled
Modified
Molded
Monitored
Motivated

N
Named
Negotiated

O
Observed
Obtained
Operated
Ordered
Organized
Originated
Outlined
Oversaw

P
Participated
Perceived
Performed
Persisted
Persuaded
Pinpointed
Pioneered
Planned
Pooled
Practiced
Predicted
Prepared

Prescribed
Presented
Presided
Printed
Processed
Procured
Produced
Progressed
Projected
Programmed
Promoted
Proposed
Protected
Proved
Provided
Publicized
Pursued

Q
Questioned

R
Raised
Rated
Recommended
Recorded
Recruited
Redesigned
Reduced
Regulated
Reinforced
Rendered
Reorganized
Repaired
Reported
Represented
Reproduced
Researched
Reshaped
Resolved
Responded
Restored

Retained
Revamped
Revealed
Revised
Reviewed
Revived
Rewrote
Routed

S
Saved
Scheduled
Searched
Secured
Selected
Served
Serviced
Shaped
Showed
Simplified
Simulated
Sold
Solicited
Solidified
Solved
Sought
Specialized
Specified
Spoke
Staged
Standardized
Stimulated
Streamlined
Strengthened
Stretched
Stressed
Structured
Studied
Succeeded
Suggested
Summarized
Supervised
Supported

Surveyed
Synchronized
Synthesized
Systematized

T
Targeted
Taught
Tested
Tightened
Traded
Transacted
Transformed
Translated
Trimmed
Tripled
Tutored

U
Uncovered
Undertook
Updated
Unified
United
Used
Utilized

V
Ventured
Verified
Vitalized
Visualized

W
Widened
Withstood
Won
Worked
Wrote

Cover Letter Key Ingredients

Your cover letter should be typed and printed on the highest quality paper, if it is accompanying a résumé, the stationery should match. Certain basic guidelines should be followed when composing the actual contents of your letter.

1. RETURN ADDRESS

Use the business/block style format. As a general rule, you should avoid abbreviations in the addresses of your cover letters, although abbreviating the state is increasingly common in all business correspondence.

2. THE DATE

The date should appear two lines beneath your return address on the right side of the page. Write out the date; do not use the abbreviated format.

Example: May 12, 1996

3. THE ADDRESSEE

Always try to find out the name and the proper title of the addressee before you send out a cover letter. Two lines beneath the date, list the full name of the addressee with the proper accurate salutation (e.g. Dr., Mr., Mrs., Ms.). On the next line, list the individual's formal business title; on the subsequent line, list the name of the company. This is followed by the company's address, which generally takes two lines. Occasionally, the individual's full title or the company name and address will be very long, and can appear awkward on the usual number of lines allocated. In this case, you may prefer to use an extra line.

4. THE SALUTATION

The salutation should be typed two lines beneath the company's address. It should begin with "Dear Mr." or "Dear Ms." and followed by the individual's name and a colon. Even if you have previously spoken with an addressee who has asked to be called by his or her first name, you should never use a first name in a salutation.

In some cases, such as when you are responding to "blind" advertisements, it may be necessary to adopt a general salutation. In such a circumstance, salutations such as "Dear Hiring Manager" or "Good Morning" may be stronger than "Dear Sir of Madam" or "To whom it may concern." In any case, avoid potentially offensive salutations like "Dear Gentlemen," or "Dear Sirs."

5. FIRST PARAGRAPH

State immediately and concisely which position you wish to be considered for and what makes you the best candidate for the position. If you are responding to a classified ad, be sure to reference the name of the publication and the date the ad appeared. Keep the first paragraph short and hard-hitting.

Example: Having majored in mathematics at Boston University, where I also worked as a Research Assistant, I am confident that I would make a very successful Research Trainee in your economics department.

Cover Letter Key Ingredients

6. SECOND PARAGRAPH

Detail what you could contribute to this company and show how your qualifications will benefit this firm. If you're responding to a classified ad, specifically discuss how your skills relate to the job's requirements. Remember, keep it brief!

Example: In addition to my strong background in mathematics, I also offer significant business experience, having worked in a data processing firm, a bookstore, and a call center.

7. THIRD PARAGRAPH

Describe your interest in the corporation. Subtly emphasize your knowledge about this firm (the result of your research effort) and your familiarity with the industry. You should present yourself as eager to work for any company where you apply for a position.

Example: I am attracted to City Bank by your recent rapid growth and the superior reputation of your economic research department. After studying different commercial banks, I concluded that City Bank will be in a strong competitive position to benefit from upcoming changes in the industry, such as the phasing out of Regulation Q.

8. FINAL PARAGRAPH

In the closing paragraph, specifically request an interview. Include your phone number and the hours you can be reached, or mention that you will follow up with a phone call within several days to arrange an interview at a mutually convenient time.

Example: I would like to interview with you at your earliest convenience. I can be reached at (617) 555-5555.

9. THE CLOSING

The closing should be two lines beneath the body of the letter and should be left justified. Keep the closing simple—"Sincerely" suffices. Four lines underneath this, type in your full name as it appears on your résumé. Sign above your typed name in the black ink. Don't forget to sign the letter! As silly as it sounds, people often forget this seemingly obvious detail. An oversight such as this suggests that you don't take care with your work.

10. THE ENCLOSURE LINE

If you are enclosing a résumé or other materials with your letter, include an enclosure line, left justified at the bottom of the letter.

Example: Enclosure

Sample Cover Letter

(Printed on paper matching your résumé)

21 Jump Street
Laguna Beach, CA 92651
(714) 555-0987

March 27, 2008

Mr. Marv Patterson
Section Manager
Hewlett-Packard Co.
16399 W. Bernardo Dr.
San Diego, CA 92717

Dear Mr. Patterson:

I would like to inquire about the possibility of becoming a Call Center Representative at your San Diego facility. I heard about the position and your company from the Coordinator of Career Development at USC, from which I'll graduate in May.

I have developed strong communication skills as a result of my education and my internship at XYZ Corporation. In addition, my academic advisor and internship supervisor have both commented on my strong leadership abilities and presentation skills. I am very interested in the Asian direction your company plans to take in the near future and believe that my summer study abroad experience in Nagasaki, Japan would be very beneficial to you.

I would appreciate the opportunity to discuss how my education and experience are consistent with your needs. Please take the time to review my qualifications, and I will contact you on July 27th to talk about the possibility of arranging an interview. Thank you for your time and consideration.

Sincerely,

Ray Johnson

Enclosure

T-Style Sample Cover Letter

(Works well if you have sufficient information about the position for which you are applying.)

Your address
Your city, state, and zip code

Date

Ms. Joan Smith
Employment Specialist
Case Western Reserve University
10900 Euclid Avenue
Cleveland, OH 44196-7047

Dear Ms. Smith:

I am writing to you about the position of Assistant Director, Regional Chapters, Alumni and Parent Relations, which I discovered in Case Western Reserve University's Employment Bulletin of May 8, 2002. CWRU has provided my parents, sister, and grandfather with various degrees over the years, and I would welcome the opportunity to work for such a prestigious yet "hometown" University. My past experience working with volunteers and alumni groups, along with my leadership and meeting planning abilities, suggest I would be well suited to this position.

Your Requirements

Experience working with volunteers
Hearing and Speech Center's Annual Benefit
Experience in public relations
Chair for Chi Omegas Sorority
Travel experience
B.A.

My Qualifications

Coordinator of Volunteers for the Cleveland
Vice President and Public Relations/Activities
Have been around the world on two separate occasions
With distinction in Organizational Psychology from The Ohio State University

I will call you in the near future so we can further discuss my qualifications. Thank you for your consideration.

Sincerely,

Name (Handwritten)
Name (Typed)

Enclosure

References

The reference list should be a separate/stand-alone document. You may have a pool of many references, but most employers ask for only 3 to 5. Choose the references based on the position. Usually more current/work/academic-related references work best for college students.

A good mix might include: a professor who can attest to your knowledge base and study habits; a supervisor who knows your work habits, level of responsibility, and your ability work with people; and someone who knows you well, such as a mentor who understands your values and integrity.

When you ask people to be your reference, be sure to **give them a current copy of your résumé** and let them know your career goals. Keep them up-to-date.

A reference consists of the following information for each person:

- Full professional name of individual
- Title
- Organization/Company
- Work Address
- City, State, Zip Code
- Telephone number
- Email
- Association to you (i.e. colleague, supervisor, etc.)

Sample Reference Page

Alice R. Temple

123 Sunset Dr. Marietta, OH 45750
(740) 333-2222, atemple@marietta.edu

References

Mr. Jonathon Wilcox

Assistant Director of Student Activities
Marietta College, Box K-999
Marietta, OH 45750
(740) 376-7497
jwilcox@marietta.edu
Campus Employment Supervisor

Dr. Sharon Klein

Professor of English
Marietta College, Box K-999
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Preparing a Portfolio

What is a portfolio?

A portfolio is a collection of materials displaying your accomplishments and professional development. In addition to your résumé, a portfolio serves as a marketing tool that demonstrates your growth. It may be used in job, internship or graduate school interviews to serve as a catalyst for discussion by providing visual images. Portfolios help illustrate your experience and help you provide evidence to support your selling points. Although it is not usually required to have a portfolio, in some careers, such as editing, publishing, and writing, candidates will be expected to provide one. If you are in doubt about the necessity of a portfolio in your career, please contact the Career Center to obtain some advice.

Electronic or Hard Copy?

With technology, you have a choice of format. Choosing a type of portfolio will depend on your technology skills and goals. It is often helpful to contact someone already in the field of your choice to obtain their suggestions before choosing a format/strategy.

What should be included in a portfolio?

- ▶ Table of contents
- ▶ Résumé
- ▶ Copies of reports, presentations, spreadsheets
- ▶ Brochures, flyers or agendas of workshops or lectures that you attended or participated in
- ▶ Community service projects or participation
- ▶ Academic/Athletic honors, awards or recognition
- ▶ Writing samples
- ▶ Letters of recommendation
- ▶ Thank you notes, evaluations, or other acknowledgments of a job well done
- ▶ Newspaper articles
- ▶ Photos, CD's of projects
- ▶ Copy of transcript or a description of relevant courses completed
- ▶ Summary of capstone or research project
- ▶ Summary of involvement in campus activities and other organizations
- ▶ Job and internship descriptions and sample projects
- ▶ Certificates awarded for special training, projects completed
- ▶ Memberships or affiliations

Interviewing for Success

The interview is a conversation to determine mutual needs. You have certain needs just as the company does. You want to describe how your skills fit the job, but you also want to make sure that the job is right for you. The interviewer's decision to hire you is based on your personality, your skills, your career ambitions, your education, your experience, and your ability to communicate these things effectively. Your success on your first interview is a critical factor in getting hired.

DIFFERENT METHODS

Many employers are utilizing a variety of methods such as phone interviews, videotaped interviews, and group or team-led interviews.

Prior to the Interview:

1. RESEARCH THE ORGANIZATION

Know something about their products, services, and their position in the industry. This shows the interviewer you have done your homework.

▶▶ You can find this information at your library in annual reports, brochures, recruiting pamphlets, newspaper articles, *Dunn and Bradstreet* or *Moody's*. It is also very helpful if you can talk to someone who works for the company. Company web sites are also informative.

Dress appropriately: conservatively is best! Obtain a second opinion on your outfit before your interview.

2. ETIQUETTE

- ▶ Be certain of time, place of interview, and name of the interviewer.
- ▶ Arrive early. Give yourself at least 15 extra minutes to allow for traffic problems.
- ▶ Bring a pen and notebook with you, extra résumés, and a list of references.
- ▶ Don't smoke or chew gum and make sure your breath is fresh!
- ▶ Wait for your interviewer to sit down or offer you a chair before seating yourself.

The Three-Step Process for Answering Interview Questions

STEP 1:

Understand What Is Really Being Asked.

It usually relates to the employer's expectations regarding your adaptive skills and personality: Can we depend on you? Are you easy to get along with? Are you a good worker?

STEP 2:

Answer The Question Briefly, In A Non-Damaging Way.

Acknowledge the facts, but present them as an advantage, not a disadvantage.

STEP 3:

Answer The Real Question By Presenting Your Related Skills.

Once you understand the employer's real concern, you can get around to answering the hidden question by presenting your skills and experiences related to the job. Remember to be specific in your responses and try to make them workplace related.

Interviewing Issues: Be Aware

ILLEGAL QUESTIONS

You are not obligated to answer any questions with regard to race, ethnic background, native language, age, sexual orientation, religious affiliation, marital status or children. However, if the interviewer asks about these personal aspects, you can answer the underlying question that often relates to your commitment, preparation, and qualifications for the position at hand. For example, if asked, “Do you have a boyfriend?” You can respond by sharing, “If you review my résumé, you’ll see that I am committed to my career and although my social life is important, I do not let it interfere with my professional life.” Remember that you do have control in an interview, with respect to the information which you share! Stay on your toes!

Questions asked by employers

1. What are your long-range and short-range goals and objectives, when and why did you establish these goals, and how are you preparing yourself to achieve them?
2. What do you see yourself doing five years from now?
3. Why did you choose the career for which you are preparing?
4. What do you consider to be your greatest strengths and weaknesses?
5. What do you know about our company?
6. Are you willing to travel?
7. What qualities should a successful manager possess?
8. How do you work under pressure?

Questions to ask the recruiter

1. What qualities are you looking for in your new hires?
2. Could you tell me about your initial and future training programs?
3. What is the work environment like?
4. What makes your firm different from your competitors?

Behavior Based Interviewing

A New Trend

DEFINITION: BEHAVIOR BASED INTERVIEWING

A structured pattern of questions, designed to probe the applicant's past behavior in a situation similar to those required by the job.

PHILOSOPHY

The best indicator of future behavior or performance is past behavior or performance in similar circumstances.

- ▶ The more recent the behavior, the better its predictive power.
- ▶ The longer lasting the behavior, the greater the predictive power.

Sample interview questions

1. Describe a time when you were faced with problems or stresses which tested your coping skills. What did you do?
2. Tell me about a time when you had to use your spoken communication skills in order to get a point across that was important to you.
3. Give an example of a time when you had to use your fact-finding skills to gain information for solving a problem, then tell me how you analyzed the information to come to a decision.
4. Give me an example of an important goal which you had set in the past and tell me about your success in reaching it.
5. Give me an example of a time when you felt you were able to build motivation in your coworkers or subordinates at work.
6. Describe the most significant written document you have had to complete.
7. What did you do in your last job/class project to contribute toward a teamwork environment? Be specific.

Be an interview S.T.A.R.

For a technique to help you remember what information to include in a behavior based interview response, think "STAR"—utilize a concrete example in your response which includes:

Situation

Task

Action

Result

After the Interview

Writing a Thank You Note

Writing thank you notes is a critical step in the job-hunting process that many overlook. Not sending a thank you note may negatively affect your chances.

HERE ARE SOME TIPS FOR WRITING A THANK YOU LETTER

- ▶ Immediately after the interview, ask for the business card of the person you spoke with or, if none is available, get the correct spelling of his or her name and title. Write down your thoughts related to the interview and any specific points you discussed with the interviewer. Do this for each person you speak with immediately after your meeting, if possible. This will allow you to write personalized thank you notes later.
- ▶ Write a thank you note to everyone you interview with—be it an in-person meeting, a phone interview, an informational interview, etc.
- ▶ Write and mail the note promptly after the interview, within 24 hours, if possible.
- ▶ Your note should be brief and personalized.
- ▶ Use either a card or the same paper that you used for your résumé and cover letter, with a matching envelope. Cards can be handwritten, paper should be typed.
- ▶ If you find out during the interview that the hiring decision will be made before a letter sent in the mail can reach the company, then choose an email thank you correspondence instead.
- ▶ Express your appreciation for the opportunity to interview.
- ▶ Reinforce your enthusiasm about the position and the company.
- ▶ Recap the main points that you would like them to remember about you and your strengths in relation to the job.
- ▶ Reiterate what you understand to be the timeline for the hiring process.
- ▶ Include any pertinent information about yourself that you may have forgotten to mention during the interview.
- ▶ Re-answer a question that you might not have answered appropriately or well enough during the interview.

Sample Post-Interview Thank You Letter

Marietta College
Box K-44
Marietta, OH 45750

April 29, 2000

Ms. Susan Garcia
Assistant Superintendent
Main Street City School District
Anytown, IL 60001

Dear Ms. Garcia:

Thank you for the opportunity to meet with you during your recent visit to Marietta College. I enjoyed our interview very much, and the teaching opportunities sound exciting and challenging.

Per our conversation, I have enclosed an application and a copy of my transcript. If you need additional information, please feel free to contact me at 740-387-5341 or by email at mmcguffe@marietta.edu.

I am looking forward to the possibility of joining your dynamic team and enriching the lives of Main Street City School's students.

Sincerely,

Margaret McGuffey

Enclosures

Sample Job Offer Confirmation Letter

Marietta College, Box K-111
Marietta, OH 45750

May 2, 2007

Mr. Alfred Black
Personnel Manager
American Widget Company
618 Queen City Road
Cincinnati, OH 45005

Dear Mr. Black:

I want to thank you and Mr. Profit for giving me the opportunity to work with American Widget Company. I am very pleased to accept the position as Public Relations Representative with your Cincinnati office. The position involves exactly the kind of work I want to do, and I know I will do a good job for you.

As we discussed, I will begin work on June 10, 2007. In the meantime, I will complete all the necessary employment forms, obtain the required physical examination, and locate housing. I plan to be in Cincinnati within the next two weeks and would like to deliver the paperwork to you personally. At that time, we can handle any remaining items pertaining to my employment. I will call next week to schedule an appointment with you.

I enjoyed my interviews with you and Mr. Profit. I look forward to beginning my career as a member of your public relations team.

Sincerely,

Ivonna Career

Networking

One of the Hottest Methods of Finding a Job

DEFINITION

Establishing relationships with people in career fields of interest to you.

PURPOSE

To obtain access to career information and job leads.

KEYS

Finding a job is related to whom you know. Networking involves two parts; staying in touch with high-ranking people you already know, and initiating more opportunities to meet others professionals in your industry.

Tools for Networking

Generate a list of contacts from the following:

Friends:	Relatives Friends of family members People on holiday card lists Neighbors	Professors/teachers Schoolmates School alumni
Social Clubs Or Associations:	Community associations Sports clubs Hobby clubs	Religious communities P.T.A.
Business Contacts:	Business associates, past and present Former company service groups Previous employers Friends in former companies Recruiters you know personally	Accountants Mayor and City Council Former company suppliers Banking professionals Doctor/dentist
Service Organizations:	Chamber of Commerce County and City Department of Development Rotary Club, Kiwanis Club, Lions Club, and Jaycees Booster Clubs	

Three prerequisites to successful networking

PATIENCE | PERSEVERANCE | POSITIVE ATTITUDE

►► **It takes 200 to 600 contacts to generate 10 to 20 live job leads.**

Adapted from: Jewish Family Services Association/Career Center, Cleveland, Ohio 44122

Informational Interviewing

How to Research Your Career Interests and Network at the Same Time

Choosing an interesting and rewarding career involves identifying your skills, interests, and values, plus lots of career exploration. Self-assessment can help define your needs and abilities, what kind of work you want to do, and the type of setting you would be happy in. You can learn about careers from resources in the career library, recruiting literature, professional journals, and websites. However, the best way to gain real insight into the possibilities available to you is through an informational interview.

What can I accomplish with informational interviewing?

1. An informational interview is a tool to learn about jobs, professions, and specific companies that interest you. An experienced professional can provide insight into the pros and cons of a career and help you determine whether this is an area you are interested in pursuing.
2. Informational interviews allow you to improve your interviewing skills without the pressure of the real thing. These skills include the manner in which you present yourself and your goals, your ability to ask questions and listen for answers, and your ease in meeting new and influential people.
3. It is not appropriate to ask for a job during an informational interview; you are there seeking advice only as a researcher. However, informational interviews can put you in touch with the “hidden job market.” In other words, people who are not advertising a position, but may nevertheless have a job available, may know of jobs, or will keep you in mind for future job openings.

What can I learn during an informational interview?

1. One goal during an informational interview should be to learn what activities and responsibilities define a specific job. The interview can help you understand how the duties of this position fit into the structure of a company or an entire industry. This becomes valuable information you can use to your advantage in a “real” interview.
2. You also can explore the appropriate way to pursue employment in a particular field or company. Ask about required credentials such as advanced degrees, professional licenses, and work experience. Learn how to gain entry to internal paths that lead to the type of job you want.
3. Finally, informational interviewing allows you to investigate the work environments of industries and individual organizations. Consider whether the hours, location, work atmosphere, and level of competition appeal to you.

Informational Interviewing

You are the interviewer

Determine your agenda before you go, then guide the conversation according to your goals.

1. The purpose of the interview is to gain concrete information. This is not always easy. Ask for clarification of unclear references and encourage the interviewee to expand on relevant points. (This is a good time to begin learning terminology and jargon specific to the industry.) Use this opportunity to (mentally) compare his or her opinions with those expressed by other contacts and by books you have read.
2. If you meet with your interviewee at his or her office, you can learn about the company or profession by carefully observing your surroundings. Do people work together or independently? Are they absorbed in their work? Is the work environment casual or formal?
3. If your interviewee does not offer names of resources, you may ask for one or two: "Thank you very much for your help. Do you know another person whom I might talk to about X or Y?" "May I say you referred me to him/her?" Such questions can extend your network of contacts, expose you to a variety of individual outlooks, and increase your visibility in an industry.

How do I arrange an informational interview?

1. Identify several individuals who currently work or have worked in a field you wish to explore. Marietta College alumni, friends of the family, leaders in the field (ask professors about their colleagues in industry), or anyone who has the kind of job you want.
 2. Write a letter or email introducing yourself and requesting an informational interview. State directly that you are not looking for a job. Explain why you specifically want an interview with him or her. Include a one-paragraph description of your skills and background. Indicate when you will call to schedule a meeting.
 3. When you call to schedule the interview, have a few dates and times in mind. Be as flexible as possible.
- 

Informational Interviewing

Some general advice

1. Research beforehand. You can prepare useful questions with knowledge gained from the company Web site, annual reports, trade magazines, directories or career guidebooks. Use them to determine which questions to ask.
2. Arrive promptly, dress professionally, and bring a résumé. Plan to talk for only 15-30 minutes. If you don't overstay your welcome, you will leave a positive image.
3. Do not ask for a job during the informational interview. You are investigating the nature of the work, and it is not appropriate to ask this person for a job.
4. Be open to suggestions.
5. Bring a small notepad to the interview to record important information: names, addresses, etc. Don't take extensive notes as you could make your interviewee nervous and distract yourself from the subtleties of the conversations and environment.
6. Immediately after the interview, write down the pertinent information you gathered. This data will form the core of your research. Keep track of correspondence and phone calls with dates.
7. Send thank you card/note/letter.

Suggested questions

To learn the most during an informational interview, formulate a general outline of questions beforehand. The type of information you want to acquire should determine the questions you ask.

Use a series of questions to elicit information, for example: What is your role here? What previous jobs have you held? How did they lead you to your current position? Why did you choose this kind of work? What attracts others to this company? From what you know of my background and experiences, how could I fit in here? What kind of preparations should I make if I want to enter this career field?

Informational Interviewing

Additional questions

- ▶ How would you describe a typical day? Week?
 - ▶ What elements of your job are most interesting? Least interesting?
 - ▶ What percentage of your time do you devote to these?
 - ▶ How much time do you spend collaborating? Working independently?
 - ▶ When you were in school did you expect to be doing this?
 - ▶ What were your career plans?
 - ▶ How is this organization structured? Is it similar to others in the industry?
 - ▶ What are the major satisfactions and/or benefits of working here?
 - ▶ How did you choose this profession? This company?
 - ▶ What is your training and professional background?
 - ▶ What is the typical route of entry into your kind of work? What's the application process?
 - ▶ What qualifications are expected: degrees, licenses, work experience?
 - ▶ How does my résumé look for a position in this field? In this organization?
 - ▶ Could you make some suggestions for improvement?
 - ▶ Can you suggest anyone else that I might contact for an informational interview?
 - ▶ May I use your name?
 - ▶ Where are the strengths in my experience?
- 

Job Search Process and Strategy

What is the job search process

This process begins the moment you start thinking about life after MC and continues throughout your lifetime. On the average, you can expect to have between three and five career changes during your lifetime, and up to six job changes within a career.

How much time should the job search process take?

In general, job search success is directly proportional to the amount of time you are willing to spend on your search and the number of strategies you use to identify potential openings.

What are the steps involved in the job search process?

- 1) Self Assessment – Before you start looking for a specific job you need answers to such questions as: What are my work-related skills, interests, and values? What have I learned from my academic, paid and volunteer experiences? What kind of position am I seeking? Where do I want to live? What are my career goals? What kind of lifestyle do I envision for myself?
- 2) Employment Objective – Having a clear idea of who you are, what you can do, what you want to do, and in what environment you want to do it, will enable you to better develop a concrete career objective.
- 3) Job Search Tools & Strategy – Developing marketing tools such as your résumé, cover letter and portfolio, and learning how to utilize the strategies mentioned below, are important in a successful job search.

Utilize multiple resources & Track your status (using database or file card system)

1. The Marietta College Career Center
2. Internet
Job postings
Résumé posting
3. Classifieds
Newspaper
4. Business and/or field/professional association magazines and journals
5. Professional organizations (join)
6. Volunteer your time to get your foot in the door
7. Employment agencies
Temporary
Headhunters
8. Identify organizations that need your skills and market yourself to them
9. Networking (see suggested brainstorm list on previous page)

Office Hours:

Monday through Friday | 8 a.m. to 5 p.m.

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find your
Success





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