

# 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

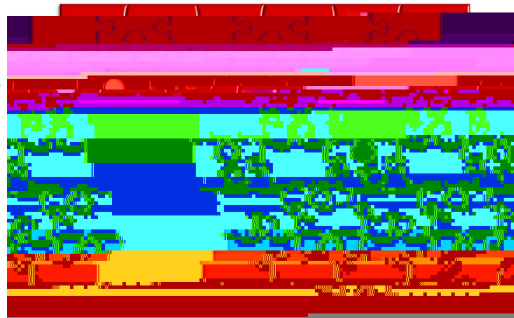
## This seminar will discuss some of the Psychology behind job seeking

- 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

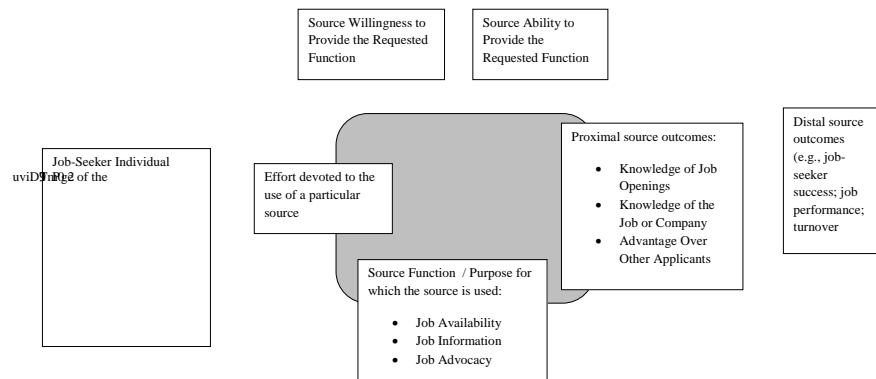


Figure 1. A proposed model of the relationships between source use, source function, and outcomes.

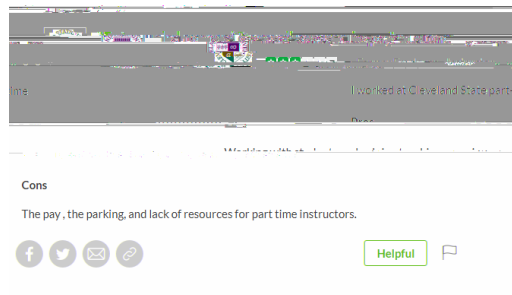
## Job Availability

- 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