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Florida State University
Career Center

CAREER GUIDE

2015 - 2016

Resources for Graduate and Undergraduate Students

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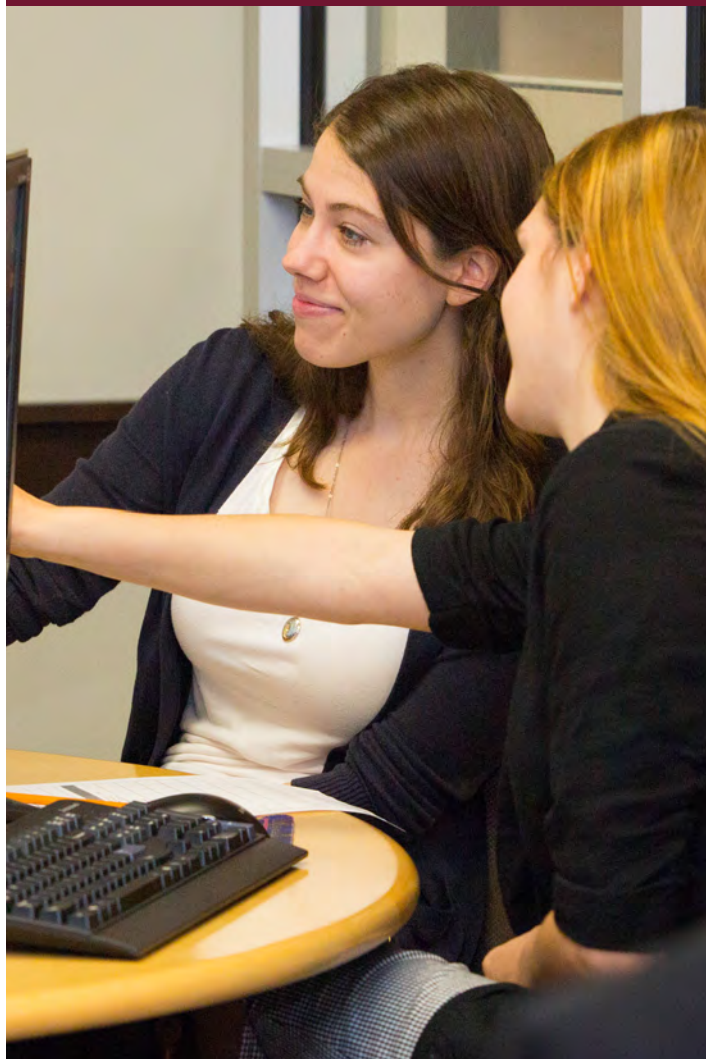
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WHY SHOULD I VISIT?



The Career Center, nationally recognized for its comprehensive career services, gives you the resources for a successful transition to life after graduation.

Plan Your Career

- Meet with a career advisor and set career goals.
- Create an academic and career planning checklist.
- Build your skills and accomplishments through an online Career Portfolio.

Gain Information

- Explore your values, interests, and skills.
- Find majors and occupations that fit.
- Connect with professionals in your field of interest through ProfessioNole, a database of alumni and friends of the University.

Get Experience

- Participate in a customized mock interview.
- Attend employability skills workshops.
- Document your work experiences.
- Become a member of the Garnet & Gold Scholar Society.

Prepare for the Next Step

- Apply for full-time jobs or mentorship opportunities through SeminoleLink.
- Participate in on-campus interviews.
- Take the next step toward career success!

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CONTACT, LOCATION, AND HOURS

The Career Center is located in the Dunlap Success Center (DSC), across from the Denny's and next to the Student Life Building.

Meet with a career advisor
 Monday - Friday, 9 a.m. - 4:30 p.m.

Drop by The Career Center
 Monday - Friday, 8 a.m. - 5 p.m.

Advising is also available on Tuesdays until 8 p.m. during most of the fall and spring semesters.

850.644.6431 • career.fsu.edu



The FSU Career Center
 Dunlap Success Center
 100 South Woodward Avenue
 Tallahassee, FL 32306-4162



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CAREER CENTER LIBRARY

The FSU Career Center Library supports all of The Career Center's services through a comprehensive collection of in-house and online resources. These resources provide information on career and life planning, majors, occupations, educational/experiential opportunities, effective job search strategies, potential employers, and graduate schools.

The Career Center uses a web-based catalog called Career Key to help you find resources that meet your information needs. Use this tool to generate a printable list of print or media resources and their locations within The Career Center Library. Staff can help you find and use each resource. For information on library services and resources, drop by the library or visit career.fsu.edu/library.

CAREER LIBRARY SAMPLE RESOURCES

The Career Center Library is divided into six sections:

Section 1: Planning— Whether you are choosing a major or career, books and modules in this section can help you discover your options!

- **Books:** What Color is My Parachute?
- **Modules:** Modules developed by career advisors are guides that direct you to resources within the library (Exploring Your Interests, Values, and Skills; Matching Majors to Jobs; Maximizing Diversity).
- **Library links:** CareerOneStop (careeronestop.org); Career Planning Guides (career.fsu.edu/Resources/Career-Guides)

Section 2: Occupations— Find books on a group of occupations or a specific occupation.

- **Books:** 150 Best Recession Proof Jobs; Great Jobs for Liberal Arts Majors; Dream Jobs in Sports Management and Administration
- **Occupational files:** Occupational files contain information from multiple resources to provide comprehensive descriptions of careers.
- **Library links:** Occupational Outlook Handbook (bls.gov/ooh)

Section 3: Education— Look for information on specific schools, admissions, financial aid, training programs, and more!

- **Books:** The College Board Book of Majors; Business School Buzz Book
- **Education files:** Education files include information on study abroad, graduate programs, and professional degree programs.

- **Library links:** College Navigator (nces.ed.gov/collegenavigator); Virtual Campus Tours (campustours.com); FSU Undergraduate Academic Program Guide (www.academic-guide.fsu.edu)

Section 4: Experience— Find information that will help you on your way to gaining professional experience.

- **Books:** Disney, Theme Parks & Resorts Professional Internships; How to Live Your Dream of Volunteering Overseas
- **Library links:** FSU Career Center "Gain Experience" options (career.fsu.edu/Students/Gain-Experience); Back Door Jobs (backdoorjobs.com); SeminoleLink (career.fsu.edu/SeminoleLink)

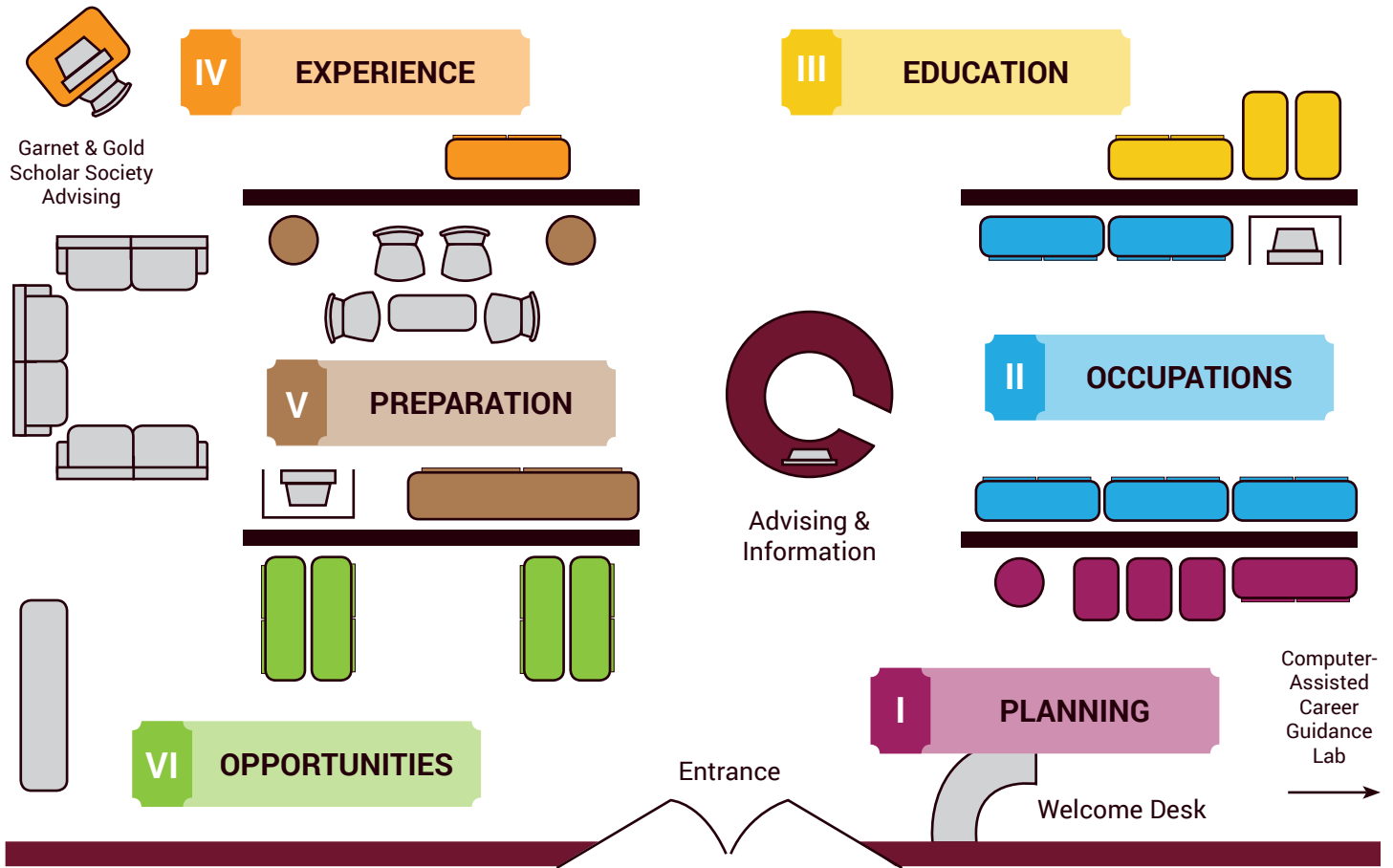
Section 5: Preparation— Get advice and examples on writing résumés and cover letters, interviewing, job hunting, and more.

- **Books:** Find a Job on LinkedIn, Facebook, Twitter, MySpace, and Other Social Networks
- **Library links:** Riley Guide (rileyguide.com)

Section 6: Opportunities— Search for job opportunities and learn about potential employers.

- **Books:** How to Land a Top-Paying Federal Job; Hoover's Handbook of American Business
- **Employer files:** Employer files contain information on educational institutions, federal/state/local government agencies, non-profit organizations, and more.
- **Library links:** Chamber of Commerce (chamberofcommerce.com)

CAREER LIBRARY MAP



GARNET & GOLD SCHOLAR SOCIETY



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Go Beyond.

Chapter 1

DISCOVER YOUR OPTIONS

The first step to solving a career problem is to bridge the gap between where you are and where you want to be. Exploring your values, interests, and skills will help you find a major and career options that match up with your goals. Whether you are choosing a major, searching for a job, or applying to grad schools, this chapter can help you develop and implement a plan for the future.

Know Where You Are

Know About Yourself

Knowing what is important to you (your values), what you enjoy (your interests), and what you do well (your skills) will make it easier for you to make a career decision. Think of values, interests, and skills as the three legs of a stool. You will sit more comfortably with your decision if each leg is equally strong.

It is common for people to have difficulty identifying their values, interests, and skills, as we are not often asked to think about this topic. A career advisor can help you get started if you find this process challenging.

Know About Your Options

A career advisor can help you determine majors, occupations, jobs, and related alternatives that match your values, interests, and skills. Listing your options is only half the battle. It is also important to know what your options mean in the “real world.”

If your world mirrored prime-time TV, which occupations would you choose? Maybe a lawyer, doctor, detective, or crime scene investigator? The list might be short. Keep in mind that the unexciting duties of some occupations are rarely portrayed on TV.

To develop a more accurate picture of your options, do your research! Read reputable sources on fields or occupations of interest and interview people who are working in occupations which interest you. Visit www.onetonline.org or www.bls.gov/ooh/ to conduct online research on various occupations.

Where are you now?

Where do you want to be?

- ☐ Know about yourself
- ☐ Know about your options
- ☐ Discover more about yourself
- ☐ Think about your decision-making
- ☐ Know where you want to be
- ☐ Other _____

Discover More About Yourself

A key aspect of most career choices is knowing about yourself. The Career Center can help you with this self-assessment process. There is NOT a magic test that will tell you what to be, but The Career Center offers a variety of print and computer-based self-assessment activities to help you think about your personal characteristics in relation to the options you are considering.

Think About Your Decision-Making

Have you ever had stage fright before a big performance, choked when playing your favorite sport, or experienced butterflies before giving a presentation? These experiences are a natural reaction to stressful events in your environment. Similarly, some people become anxious when thinking about career decisions they must make.

If you find yourself having negative thoughts about your current situation, a career advisor can help you learn how to work through these barriers.

Career Center Library

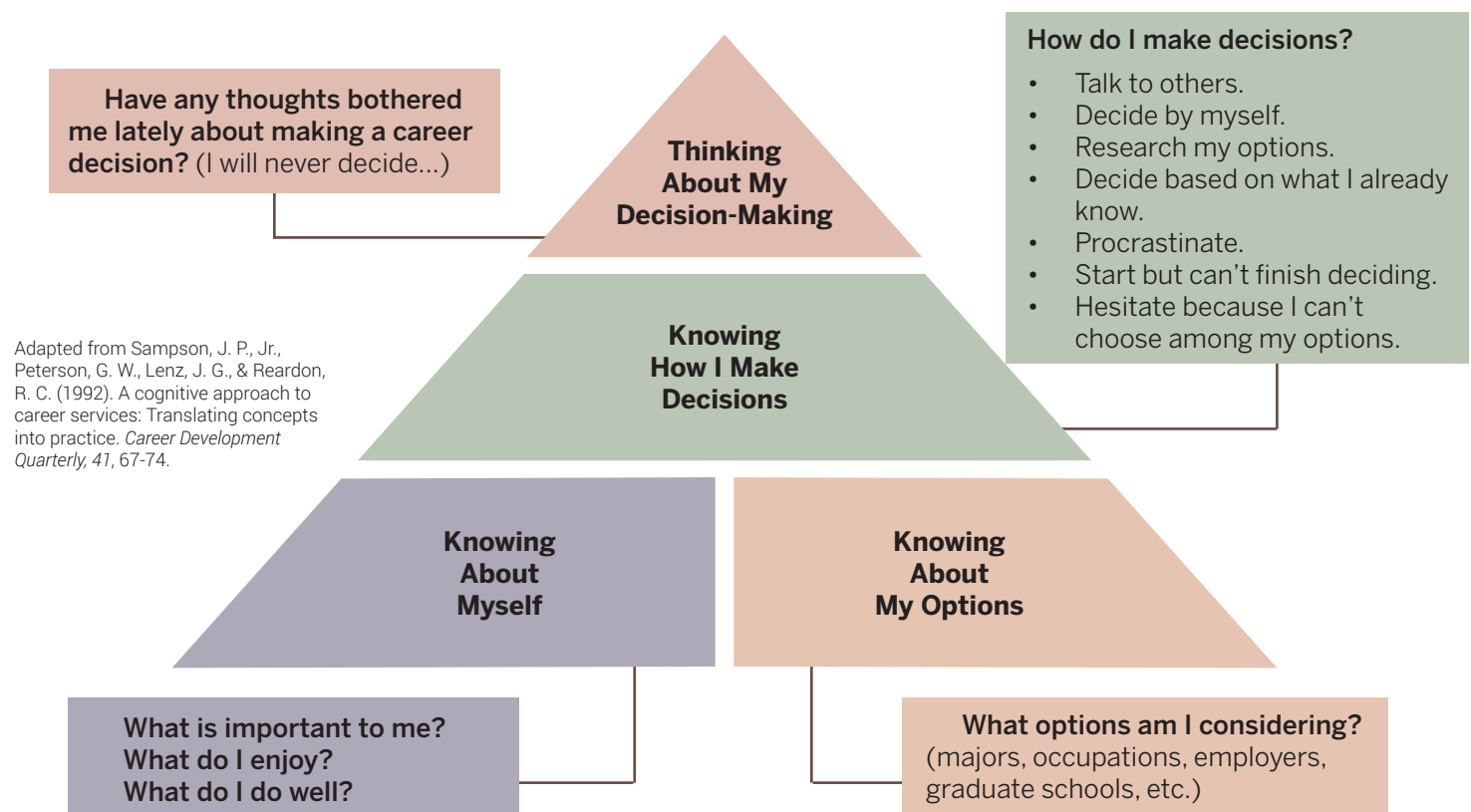
The FSU Career Center Library supports all of The Career Center's services through a comprehensive collection of in-house and online resources. These resources provide information on career and life planning, majors, occupations, educational and experiential opportunities, effective job search strategies, potential employers, graduate school listings, and more! The Career Center uses a web-based catalog called Career Key to help you find resources that meet your needs.

Read more about The Career Center Library and find samples of various available resources on [page 6](#).

For more information on library services and resources, visit career.fsu.edu/library.

Your Decision-Making Process

The pyramid below is a simple way to remember what is important in making career decisions. Answer the questions provided to identify important factors when outlining your career plan. Consider the following:



Know Where You Want to Be

Exploring your options early in your college career gives you time to discover and experience many opportunities, but it is up to you how much time and effort you invest. You could spend 30 minutes speaking with a career advisor to a whole semester enrolled in SDS 3340: Introduction to Career Development.

Speak with a Career Advisor

Whether you are a lower-division student, graduating senior, or an advanced degree candidate, you will likely be faced with a number of career choices over your lifetime. Some career choices you may face include:

- What occupations relate to my major?
- How can I market my skills to employers?
- How can I find a job related to my field of study?
- Should I seek employment with my current degree or continue on for additional training?
- Which employers will hire me?
- Am I in the right field?

Career advisors are available for drop-in career advising Monday through Friday from 9 a.m. to 4:30 p.m. They can help you explore career options, formulate your job search strategy, develop a résumé or curriculum vitae (CV), prepare for interviews, or deal with more general career concerns. Career advisors will assist you in making a plan that BEST fits your career needs and goals!

For more information, visit career.fsu.edu/Students/Plan-Your-Career or call 850.644.6431.



Take SDS 3340, The Career Class

SDS 3340 provides students with an opportunity to learn and develop the necessary skills to engage in life and career planning. It is an undergraduate course and can be taken for one, two, or three credit hours.

The course is divided into three units:

1. **Unit I, Career Concepts and Applications**, focuses on self-assessment, occupational experience, and decision-making.
2. **Unit II, Social Conditions Affecting Career Development**, focuses on social, economic, family, and organizational changes affecting careers.
3. **Unit III, Implementing a Strategic Career Plan**, focuses on employability skills and strategies for implementing academic and/or career development plans.

Know How to Make Decisions

Striking a balance between your opinions and those of other people is important in making good career decisions. Relying solely on others or facts in books to decide will probably lead to an unsatisfying outcome. Likewise, ignoring all advice from others might not turn out so well either. If you procrastinate, start but can't follow through, or are easily overwhelmed by options, a career advisor can help you develop decision-making skills.



Conduct an Information Interview

Conducting an information interview allows you to examine career fields which you are interested in and gives you opportunities to meet and network with industry insiders!



How Do I Prepare?

An information interview is an appointment that you schedule with a particular individual for the purpose of gaining valuable information from an insider's point of view. If you are in the process of choosing a major, making career decisions, changing careers, or beginning a job hunt, these interviews may help you explore your possibilities.

- Be prepared and professional.
- Know your values, interests, and skills and how they relate to the career field represented by the person(s) you will be interviewing.
- Research your occupation or industry before contacting volunteers so you can ask effective questions.
- Know exactly what information you want by having a list of questions in mind.
- Be sure to note how the volunteer wishes to be contacted, and be respectful of that request.
- Read about the career area and organization of the person you will be interviewing. Check for any websites associated with them, their organization, or career field. You may also want to ask the organization for any annual reports, brochures, etc. that can't be found online.

Where Do I Find Potential Contacts?

- Ask friends, family, neighbors, colleagues, former employers, and faculty.
- Attend meetings (local, state, regional) for professional associations in your field(s) of interest.
- Call community service agencies and trade or professional organizations (Chamber of

Commerce, Information Management Association, etc.), and review their websites.

- Scan the Yellow Pages and articles in newspapers, magazines, and journals.
- Contact faculty, personnel, other University offices, and The Career Center, which has names of many employer contacts and their business cards in The Career Center Library.

ProfessioNole

Take advantage of The Career Center's ProfessioNole program! ProfessioNole volunteers include alumni and friends of the University who want to share career information and insight with you. Visit career.fsu.edu/ProfessioNole to learn more.

How Do I Arrange the Interview?

- Phone or email to explain your request and arrange an appointment. Email requests are usually most effective if followed up by phone to confirm an appointment time.
- If possible, introduce yourself through a personal referral (e.g., "I'm Jessica Long, a sophomore at FSU. I found your name in The Career Center's ProfessioNole database").
- Explain your request to schedule an appointment for gathering information about their field of work. Indicate clearly that you are not applying for a job at this time.
- If the person you are trying to reach is not in, you can leave a message or ask when you can call back. Try to schedule a 20-30 minute appointment to be conducted by phone or in person at his or her convenience.

- If you would like to speak with the individual in person, attempt to avoid letting your phone call to schedule the appointment turn into an actual interview. However, you should be prepared to conduct the interview over the phone.
- If you are able to schedule an on-site visit, remember to ask for directions and parking information.

On The Information Interview

What Do I Do During the Interview?

- Do not exceed your requested time, but be prepared to stay longer if the contact indicates a willingness to continue talking.
- Dress as if it is an actual job interview. See how to dress to impress on [page 40](#).
- Get to your appointment a few minutes early, and be courteous to everyone that you meet at the office.
- Take the initiative in conducting the interview— you are the interviewer! Ask open-ended questions, which cannot be answered with a yes or no.
- Once inside the organization, look around. What is the work environment like? Would you want to work there?

What Should I Do After the Interview?

Evaluate your experience.

- How did you manage in scheduling and conducting the interview?
- How well did you prepare?
- Did you get the information you sought?
- What information do you still lack?
- Do you need to interview others to obtain more than one viewpoint?
- What do you need to do next?

Follow up with a note thanking your contact for his/her time and interest. You may want to include your conclusions and decisions resulting from the interview. Eventually send a résumé and an application letter or form. Record the information you obtained, including names, comments, and new referrals for future reference. Consider making appointments to interview referrals.

What Questions Can I Ask?

- **Background**— Tell me how you got started in this field. What educational background or related experience might be helpful in entering this field?
- **Work environment**— What are the daily duties of your job? What skills/abilities are utilized in this work?
- **Problems**— What are the toughest problems you face? What problems does the organization as a whole have? What is being done to solve them?
- **Lifestyle**— What obligation does your work put on you outside the work week?
- **Rewards**— What do you find most rewarding about this work?
- **Salary**— What salary level would a new person start with? What are the benefits?
- **Potential**— Where do you see yourself going in a few years? What are your long-term goals?
- **Promotional**— Is turnover high? How does one move from position to position? How many have held this job in the last five years? How are employees evaluated?
- **Job market**— How do people find out about your jobs? Are they advertised on the web, in the newspaper, by word of mouth, by the human resources office, etc.?
- **Industry**— What trends do you see for this industry in the next three to five years? What kind of future do you see for this organization?
- **Demand**— What types of employers hire people in this line of work? What other career areas do you feel are related to your work?
- **Hiring decision**— What are the most important factors used to hire people in this industry (education, past experience, personality, special skills)? Who makes the hiring decisions?
- **Referral to others**— Based on the conversation today, what other types of people do you believe I should contact? May I have your permission to use your name when I contact them?
- **Resources**— What trade journals or magazines do you recommend? What professional organizations might have information about this career area?
- **Advice**— How well-suited is my background for this field? What experience, paid or volunteer, would you recommend? What suggestions do you have to help make my résumé a more effective marketing tool?

DISCOVER YOUR OPTIONS

What's Your Plan?

*Create your plan to discover your options!
Map out your goals, and choose items from the Sample Activities list to begin.*

Sample Activities

- ☐ Speak with a career advisor.
- ☐ Learn more about yourself and your major options through a self-assessment activity.
- ☐ Explore your career options by taking SDS 3340: Introduction to Career Development.
- ☐ Start your Career Portfolio.
- ☐ Use Career Center Library resources to research areas in which you are interested.

SeminoleLink

SeminoleLink, The Career Center's online jobs database, can be used to find experiential and employment options that fit you. Apply for SeminoleLink Plus! services ([page 100](#)) to view all part- and full-time jobs, internships, and co-ops, or speak with FSU alumni who work in your field of interest through the Professionole database ([page 105](#)).

Career Portfolio

FSU's online Career Portfolio helps you demonstrate your skills, qualifications, and experiences. Find out how to get started on [page 107](#).

Goal(s)

- #1 _____
- #2 _____
- #3 _____

Activity

Priority

_____	_____
_____	_____
_____	_____
_____	_____

MAKE A GOOD IMPRESSION

Now that you have narrowed down some of the interests and activities you enjoy, think about how these ideas translate into next steps to start your job search. Practicing skills, such as career objective planning, résumé writing, and interviewing, can make all the difference in moving forward to graduation and a successful career!

Develop Your Career Objective

Deciding what to include in a career objective can be difficult! But the elements you choose should accurately and concisely describe your goals.

1 Skills

Skills are special talents, functions, or tasks that you have learned to do well. Some of these skills might be used in one occupation or transferred to several occupations.

Specific skills are focused actions or behaviors you have used to perform tasks. For example:

- “To use my artistic skills creating graphic layouts for an advertising agency.”
- “To work for a rehabilitation agency and use my group and individual counseling skills.”

View the list on [page 17](#) to find skills that are commonly used in career objectives.

General skills are broad areas which encompass related specific skills. For example:

- “To use my scientific and human relations skills as a nursing supervisor.”
- “To work for a government agency using my management and communication skills.”

How can you make a lasting impression?

- ☐ Narrow down your career objective
- ☐ Create a résumé or curriculum vitae
- ☐ Write effective cover and thank you letters
- ☐ Dress to impress
- ☐ Ace your first interview
- ☐ Other _____



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2 Populations

Populations are the people with whom you work. Generally, populations in a career objective refer to the clients or customers of your products or services. For example:

- “To work with elderly individuals in the field of recreational therapy.”
- “To design programs for children with disabilities.”

3 Career Field

Career fields are general areas of work that include many different job titles but encompass similar work activities.

Identifying the career field category allows you to specify which area you are interested in without limiting yourself to specific job titles. For example:

- “To work in the healthcare field as an administrator in a service delivery unit.”
- “To research the field of law.”

4 Position Title

Position title, occupational title, or job title is the name of a specific position one holds.

Listing a position title on your career objective is appropriate if you know you will be applying for a specific position. For example:

- “To obtain the position of accountant with a public accounting firm and eventually become a partner.”
- “To act as a community organizer where I can use my human relations, administrative, and research skills.”

5 Organizational Category

Organizational category refers to settings in which you might like to work.

Identifying a category or industry group helps you identify specific employers within that group. Write your objective with a narrow focus and demonstrate interest in a specific setting, without naming individual employers. For example:

- “To work within the telecommunications industry as a technical advisor.”
- “To secure a position as an editor for a mid-size publishing firm.”

6 Functional Area

Functional area refers to the structure of an organization. Most organizations are divided into various departments, each responsible for completion of specific tasks or functions. For example:

- “To work in the government relations area within a Fortune 500 organization.”
- “To obtain a management trainee position within the quality control unit of a production department.”

7 Goals

Short-term goals are those you wish to achieve immediately. Identifying short-term goals helps you focus on where to begin your professional career. For example:

- “To obtain an entry-level position as weather observer.”

Long-term goals are those you wish to achieve in five to ten years. For example:

- “To begin employment in a beverage management position, which provides opportunities for advancement to a policy-making position in the organization.”

8 Other Factors

There are other elements you can place in your career objective. These are important to identify and may include limits, conditions, or personal criteria which would affect your work situation.

However, being too narrowly focused may cause you to overlook potential opportunities. For example:

- “To work outdoors in a supervisory capacity for the United States Forest Service.”
- “To obtain a secondary teaching position in the southeast United States.”
- “To work in law enforcement and pursue additional specialized training in forensics.”

Career Advising

A career advisor can help you narrow down your career objective! Career advisors are available for drop-in advising Monday through Friday from 9 a.m. until 4:30 p.m.

How Do I Choose Elements?

- For your written career objective, choose at least one element but no more than three or your objective may be too lengthy.
- You may want to have different career objectives for different career options you are considering.
- The key is using elements that match up with your short- and long-term goals!

Match Major Sheets

For information on sample occupations, work settings, employers, and professional organizations as they relate to specific majors, visit career.fsu.edu/Resources/Match-Major-Sheets. Match Major Sheets include Career Center and online resources, as well as ways for FSU students to document their skills and accomplishments.



What Skills are Commonly Used in Career Objectives?

account	design	perform
administer	direct	persuade
advertise	engineer	present
advise	establish	promote
analyze	evaluate	propose
budget	facilitate	raise
calculate	guide	research
clarify	implement	sell
communicate	improve	serve
compile	initiate	solve
compose	lead	supervise
coordinate	manage	teach
correct	market	test
counsel	motivate	train
create	negotiate	write
delegate	organize	



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Futures Career Fair

Location:

Donald L. Tucker Civic Center
505 W. Pensacola St.
Tallahassee, FL 32301

Time:

Thursday, September 17, 2015
9:00am-4:00pm

Road to a Résumé

A résumé documents your qualifications and summarizes your personal, educational, and experiential skills. It is a marketing tool and should be unique in order to highlight your capabilities as they relate to a job or position. Résumés can be used by candidates applying for work, graduate school, or scholarships/fellowships.

Style of a Résumé



Format

The format should attract attention AND create interest!

- Choose appropriate categories for your information and list them in order of relevance to your career objective.
- Once you've selected a format, be consistent within categories. The résumé should be easy to follow and pleasing to the eye.
- Use capitalization, italics, bold, indentations, white space, and underlining to emphasize important information. However, do NOT overdo it.
- Make sure to research formats for your field!

Length

The length of your résumé depends on the purpose for which you are using it.

- The traditional résumé length is one page.
- Multi-page résumés may be appropriate when applying to graduate school programs, scholarships, or more academically oriented programs.
- Keep in mind the maxim "quality over quantity." Select ONLY those experiences which strongly support your candidacy for a particular position.
- It may be helpful to keep a multi-page master résumé, which documents all of your experiences, and then save different, one-page versions of your résumé targeted at particular positions.

Design

Résumés follow several formats, but certain elements of the résumé have become standard.

- A résumé MUST present a positive image! Keep in mind that while a résumé is an essential tool in your job search, it is not meant as a substitute for the interview.
- The résumé is a summary, so you can use bullets or incomplete sentences to describe your job duties and accomplishments.
- Some people feel the résumé should be action-oriented, reflecting a more assertive and confident job seeker. Others are more comfortable with a neutral tone demonstrating qualifications and experience without much attention to assertiveness or salesmanship. Ultimately, the tone and content of your résumé should be customized according to your career field and prospective employer.

SeminoleLink Résumé Builder

SeminoleLink offers users an interactive Résumé Builder service that can be accessed with a valid Blackboard (FSU ID) to create an unlimited number of online, customizable résumés and cover letters. Your résumé draft can be submitted for a review online, or stop by The Career Center for a full critique! Get started today at career.fsu.edu/SeminoleLink.

The Two Basic Formats

Chronological (or General)

A chronological résumé lists and dates the details of each job and educational experience separately. Listings under each category are placed in reverse chronological order, starting with the most recent experience. This method is most appropriate if you have uninterrupted work experience in the area in which you seek employment. It is also the most common approach, so employers should already be familiar with this format.

Functional

A functional résumé consists of selections from your total experience which relate to the job you seek. Under each category, list qualifications, skills, experiences, etc. that logically support your job objective. This approach is more difficult to construct but may be more effective in documenting the skills or functions you want to perform, especially if your background is varied. Functional résumés are generally NOT appropriate for recent college graduates. However, a combination of these two forms may be appropriate.

Résumé Categories of Information

STEVEN SEMINOLE
1243 Park Ave. Apt. 15, Tallahassee, FL 32303
Home: (850) 555-7000 Cell: (407) 555-6000
stevenseminole@gmail.com

OBJECTIVE
To obtain a summer internship focused on research and conservation efforts to utilize my knowledge of marine life, animal rehabilitation, and environmental studies.

EDUCATION
Florida State University, Tallahassee, FL
Bachelor of Science, Biological Science
Concentration in Marine Biology & Minor in Environmental Studies
August 2016
Study Abroad Experience
FSU International Program Paris Summer 2013
FSU International Program Valencia Summer 2012

EXPERIENCE
Tallahassee Aquarium, Tallahassee, FL August 2014 - Present
Aquarist Intern

- Present daily educational programs about marine life to groups of 10 to 200 patrons
- Maintain water chemistry and life support systems for salt and freshwater exhibits
- Prepare food for a variety of saltwater animals and present feeding demonstrations to guests

Atlanta Aquarium, Atlanta, GA May 2014 - July 2014
Animal Husbandry Intern

- Sustained and nurtured marine aquarium systems and 15 tanks with a team of aquarists
- Conducted field research on the rescue and rehabilitation of loggerhead sea turtles

Center for Marine Life, Tallahassee, FL August 2013 - May 2014
Administrative Assistant

- Tested, analyzed, and diagnosed water samples to ensure the care of saltwater animals
- Managed the appearance of 25 saltwater coral tanks within the aquatics specialty store

VOLUNTEER EXPERIENCE

- **Tallahassee Animal Service Center:** Instructed new volunteers on animal handling
- **International Marine-Eco Center:** Marine environment outreach and education venture
- **Panama City Beach Clean Up:** Beach project to protect marine life and beautify the area

INVOLVEMENT
Garnet and Gold Scholar Society, Florida State University Expected Induction August 2016
Florida State University Alternative Breaks, Coral Reef Ecosystems March 2015
ServScript Program, Florida State University (200 hours) August 2014

1 Identification

Your name, full address, and phone number(s) with the area code should be the first items on your résumé. If you are living at a temporary address, you can include this in addition to (or in place of) your permanent address, depending on circumstances. It is important to include your email address, but make sure it is professional and doesn't contain slang or profanity.

2 Professional Objective

This should be your career objective, stated as concisely as possible. An objective section is not required, but many individuals do still choose to include it on a résumé.

- It should be specific enough to give an element of career direction to your résumé.
- Remember to state clearly whether you are looking for an internship, part-time job, or full-time position.
- An alternative is to exclude a career objective from your résumé and relay the information in the cover letter.
- Statements concerning your objective should be continually reinforced throughout your résumé.

*Please note: Résumé images are not to scale.



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Natalie Nole

158 East Park Avenue
Tallahassee, FL 32301
Home: 850-234-5678 Cell: 333-234-6789
natalienole@my.fsu.edu

Education

Florida State University, Tallahassee, FL
Bachelor of Science in Criminology, May 2016
Minors: Psychology and Sociology
Major GPA: 3.5
Dean's List, 5 semesters

Experience

Florida State University, Tallahassee, FL, July 2015 - Present

Assistant to Director of Undergraduate Internships

- Deliver advising services to undergraduate students to help locate internships
- Collect and analyze reporting data using websites and SPSS
- Process email communications, prioritize time-sensitive issues, and direct inquiries to appropriate staff

Thomas Smith Law Offices, Tallahassee, FL, October 2013 - May 2015

Administrative Assistant

- Created spreadsheets using Microsoft Excel and performed data entry
- Arranged daily appointments and greeted clients for ten attorneys and four paralegals

National Distribution Center, Orlando, FL, May 2012 - August 2013

Account Representative

- Increased sales by analyzing client preferences and recommending products to the entire Florida sales territory
- Kept accurate and current inventory records and accounts receivable ledger
- Prepared orders and selected individual carriers for distribution

Research Experience

FSU Center for Excellence Study on School Violence, Tallahassee, FL, Summer 2015

Undergraduate Researcher

- Conducted and transcribed interviews, observed participants, and compiled collected data for the primary researcher
- Presented research findings as a poster session at the annual undergraduate research symposium

Activities

- **Member**, Alpha Phi Sigma, National Criminology Honor Society, August 2014 - Present
- **Participant**, Florida State University LeaderShape, March 2014

3 Education

- The highest level achieved (or the degree you are currently seeking) should come first, using reverse chronological order, and continue backward with other schools attended, degrees earned, or training received. You may list the degree earned before university attended when highlighting your field of study.
- It is NOT necessary to include high school. However, if some items in your high school background show high honors or generally reinforce the career objective, then you might consider including that data.
- List the names of schools, degrees earned, major/minor subjects, and graduation dates.
- You may include honors, awards, Dean's list, grade point average (if 3.0 or above), and other items which may enhance your résumé, such as study abroad.
- Consider listing selected courses you have taken or research projects that demonstrate your abilities.
- If you have a long list of activities, select only the most relevant. You can include separate categories, such as "Honors/Awards" or "Activities." Listing all of these items under the Education heading can make your résumé look cluttered.

Résumé Do's and Don'ts

Do

- Get a résumé critique.
- Use correct grammar and spelling.
- Be brief, clear, concise, and consistent.
- Be positive.
- Be honest.
- Be neat.
- Proofread.

Don't

- Use standard résumé templates found in computer software.
- State salary requirements.
- Give reasons for leaving past employers.
- Limit geographical considerations unless necessary.
- Expound on philosophy or values.
- Offer any negative information.

4 Experience

This category typically reflects your contact with specific employers. Feel free to include internships, co-ops, part-time jobs, volunteer work, summer jobs, special projects, leadership, or military experience under this category.

- If you have several experiences related to your objective or job target, you may wish to list those under "Related Experience" and your other experiences under "Other or Additional Experience."
- List position titles, names of organizations, locations (city and state), start and end dates, duties, and accomplishments.

Employers are interested in the degree of responsibility you held and the skills you demonstrated. Outline your duties in a way that emphasizes your job experience and at the same time relates it to your professional objective. For example:

Crew Supervisor, McDonald's

Tallahassee, FL, 1/15 - Present

- Manage operations and supervise 19 co-workers
- Compile inventory data and maintain stock
- Assist in hiring and training new employees

Always start with positive action words (see [page 25](#)) to identify and document your skills and accomplishments from your past experiences.

Remember, any experience in the world of work may be capable of demonstrating your dependability, resourcefulness, and responsibility, including internships, volunteer experience, leadership positions, class projects, part-time work, etc. Choose items that show your qualifications and experience to your best advantage!

5 References

To document your references, list the names, titles, addresses, telephone numbers, and email addresses of at least three people **on a separate page**, with a 4th and/or 5th reference as back-up. References or the phrase "references available upon request" should NOT be included within the résumé.

Be sure your references can speak about your experience or knowledge of a specific subject matter.

Remember to ask permission before listing an individual as a reference, and make sure to provide your references with a copy of your résumé. Offer this list to the employer only when requested!

6 Personal (Optional)

Personal information about age, gender, marital status, and ethnicity is typically NOT included on a résumé in the U.S. Exceptions to this guideline exist for certain occupations (e.g., acting or modeling) when physical appearance is a factor in the hiring decision. It is also important to note that this information may be necessary when writing a résumé for use abroad.

7 Other Categories

The previous categories are a foundation for a résumé, but there are many other options. Some possibilities include, but are not limited to:

- Activities
- Background
- Campus Involvement
- Certifications
- Community Involvement
- Computer Skills
- Honors/Awards
- Languages
- Leadership Experience
- Licenses
- Memberships
- Professional Activities/Organizations
- Project Management
- Publications/Presentations
- Recitals/Art Shows
- Research Experience
- Seminars/Workshops
- Service/Volunteer
- Special Skills
- Teaching Experience

If you have information that you feel is important but does not fit any of the above categories, create sections to encompass this information and/or requirements of specific job targets.

You may also have categories unique to your field of study (for example, clinical nursing experience). The key is creating categories that best fit the position(s) you are seeking!

Get Your Résumé/ Cover Letter Critiqued

Bring your documents in for a critique to ensure they communicate a powerful image of your goals, experiences, and skills. Career advisors are available from 9 a.m. - 4:30 p.m., Monday through Friday. Visit career.fsu.edu or call 850.644.6431 for more information.

Positive Action Word List

accomplish	compile	establish	investigate	present	staff
account	compose	estimate	judge	preside	start
achieve	conduct	evaluate	lead	produce	structure
act	contribute	exercise	learn	program	submit
administer	control	exhibit	listen	promote	supervise
advertise	coordinate	experiment	make	propose	supply
advise	correct	explain	manage	provide	synthesize
aid	create	facilitate	manufacture	publish	talk
analyze	delegate	formulate	market	purchase	teach
arrange	demonstrate	furnish	measure	qualify	test
assemble	decrease	guide	meet	raise	train
assign	decide	handle	mobilize	read	translate
attend	design	hire	model	recommend	travel
audit	determine	implement	motivate	recruit	tutor
budget	develop	improve	negotiate	repair	type
build	devise	increase	operate	report	understand
calculate	diagnose	influence	order	research	verify
catalogue	direct	initiate	originate	review	write
chart	discover	inspect	organize	schedule	
clarify	document	install	perform	select	*Use Microsoft
collect	draft	instruct	persuade	sell	Word's
communicate	edit	interpret	plan	serve	Thesaurus
compete	engineer	interview	predict	solve	function for more
complete	entertain	invent	prepare	speak	action words.

Constructing Effective Experience Descriptions

EXERCISE

Every position requires skills which are transferable to work after college. Effective bullet point descriptions contain references to these skills or describe examples of projects you completed that produced tangible, positive results for an employer. Below is a diagram of two effective bullet-writing strategies. Each bullet point may contain three important elements: an action verb, skill, and tasks that evidence the skill OR an action verb, project, and result produced from the project (accomplishment).

Seminole FSU Eatery, Tallahassee, FL
Server

March 2013 - Present

- **Provided** gracious **customer service** while **managing dining experience for up to 30 customers at once.**
(Action Verb) (Skill) (Tasks that Evidence Skill)
- **Created new order-taking system which decreased guest wait-times by an average of 2 minutes.**
(Action Verb) (Project) (Result)

In the space below, try writing your own bullet point in each of the two formats:

- _____
Action Verb Skill Tasks
- _____
Action Verb Project Result



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Résumé Resources for Graduate Students

The résumé you create as a graduate or professional student will differ from your undergraduate résumé. The following sections provide basic tips for writing a résumé or curriculum vitae (CV).



Résumé Tips for Grad Students

1 Career Objectives/Professional Summaries

- Be clear and concise.
- Keep your professional summary to no more than three lines, and be prepared to provide concrete examples to support your statements.
- Focus the objective or summary on the job you want, not on those you have held.

2 Experience

- Emphasize skills relevant to the position/field for which you are applying.
- Use examples of skills found in the position for which you are seeking.
- Focus on accomplishments and results versus duties in your position descriptions (e.g., reduced costs, increased performance, led team, etc.); include promotions and recognitions.
- Use numbers to describe your accomplishments (e.g., value of transactions, number of people impacted, etc.).
- Prioritize your skills and knowledge (most important to least important) as they pertain to the position for which you are applying.
- Do not exaggerate your responsibilities; state the facts. Eliminate unnecessary or “filler” words.

- Use industry keywords that describe your strengths and competencies.
- Highlight technical skills, foreign languages, and other skills that are relevant to the job for which you are applying.

3 Education

- Emphasize the degree rather than the school.
- Include your area of specialization.
- List degrees in reverse chronological order.
- Include the date of degree completion, not the span of time in school.
- Include GPA for graduate degree(s).

4 Format/Style

- Use a chronological or combination format.
- Choose a conservative font and résumé style.
- Keep your résumé length to one page if possible but no more than two.
- Don't use “I,” “my,” or other personal pronouns.
- Use bulleted text as opposed to paragraphs.

5 Review

- Proofread your résumé for spelling and grammar errors.
- Have a career advisor critique your résumé.

Tina Tallahassee

123 Ocala Road
Tallahassee, FL 32304
(850) 555-4000; tah14@my.fsu.edu
www.linkedin.com/in/ttallahassee

Professional Profile

Experienced financial services professional with special interest in public operations. Competencies include taxation, asset management, and profit & loss assessment. Proven ability to produce positive results with a record of academic and professional success.

Education

Florida State University, Tallahassee, FL Expected: 4/2015
Master of Accounting in Taxation
Overall GPA: 3.92

The University of Georgia, Athens, GA 4/2012
Bachelor of Science in Accounting
Overall GPA: 4.00, Summa Cum Laude

Professional Experience

FSU College of Business, Tallahassee, FL, **Teaching Assistant (ACG 2021)** 8/2014 - Present

- Review course assignments and provide feedback to approximately 50 students
- Present course material by explaining concepts and staying after class as needed
- Administer and grade course exams, including multiple choice and written responses

Leon Co. Commission, District 5, Tallahassee, FL, **Campaign Treasurer** 6/2014 - 11/2014

- Supported fundraising efforts, achieving \$87,000 in campaign contributions
- Managed the campaign account utilizing BackOffice and VoterManager software
- Produced financial reports in accordance with Florida election law

State of Georgia DEP, Tallahassee, FL, **Accountant I** 8/2011 - 4/2012

- Reconciled work order accounts, processed checks, and prepared financial statements
- Assembled vouchers to pay project invoices while remaining within budget constraints

Leadership Experience

Accounting Society, Florida State University, **Vice President** 8/2014 - Present

- Coordinate monthly member meetings in collaboration with other society officers
- Plan social events allowing members to network with local and national professionals

Honors/Activities

Member of the National Society of Collegiate Scholars 2009 - Present
FSU College of Business Achievement Scholarship 2014
The University of Georgia Accounting Department - Outstanding Senior 2012

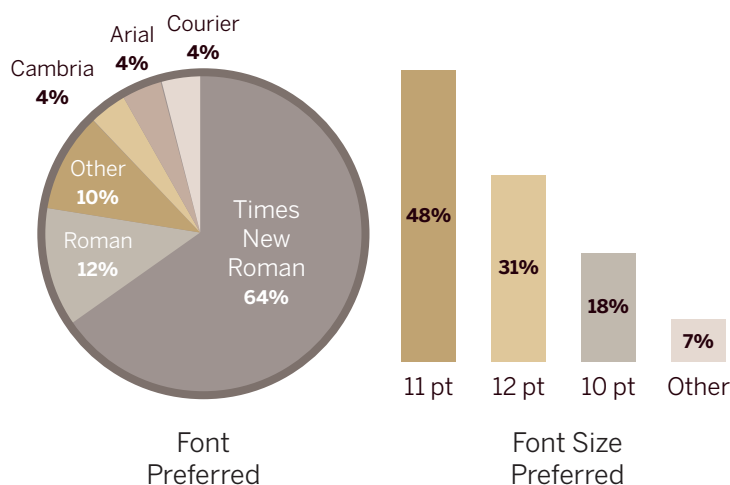
What Employers Say About Résumés

Employers hire our students, so we went right to the source. In January 2015, The Career Center surveyed employers at Engineering Day and Seminole Futures for feedback about résumés.

- 93 employer responses
- 59% were HR managers and recruiters; the other respondents were project managers/industry professionals

Design and Layout

98% of employers said the layout and format of a résumé is important. Employers agreed that the most important design element is simplicity.



Format

61% of employers said they preferred a chronological organizational format, while 34% preferred a combination of chronological and functional, and 3% preferred a functional format.

71% of employers said they preferred to see the dates written out, i.e., September 2013 - April 2014.

The Most Important Thing to Present on a Résumé

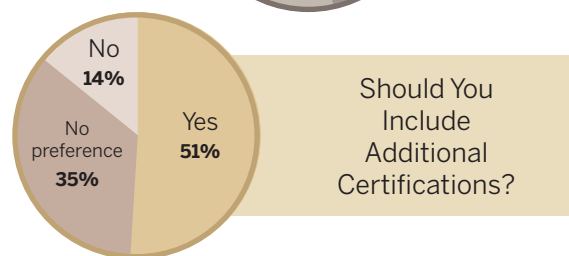
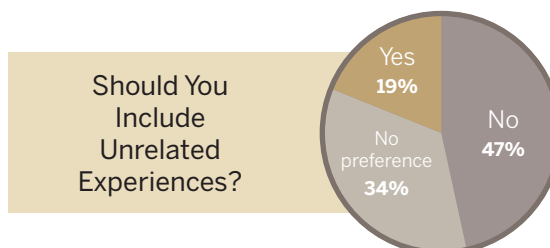
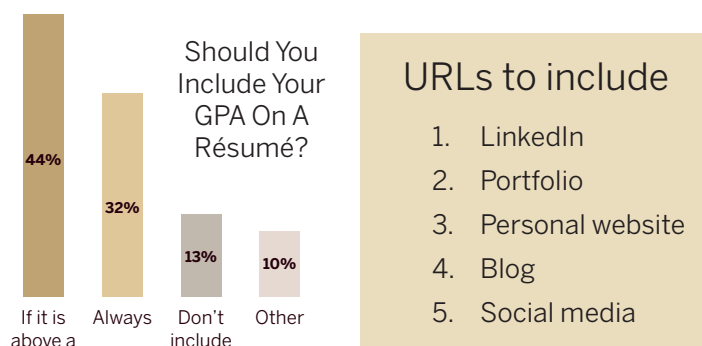
1. Quantifiable information
2. Concrete examples
3. Skills learned/results
4. Words from a job description

Skills and Content

Employers agree that career objectives are not usually helpful unless concrete skills are indicated.

What should your experiences highlight?

1. Basic language skills
2. Soft skills (communication, interpersonal skills, leadership)
3. Basic computer skills



Review and Delivery

A majority of employers spend 15 to 30 seconds reviewing a résumé.

Top 5 Reasons for Résumé Rejection

1. Misspelled words
2. Unorganized format
3. Lack of identifiable skills
4. No detailed description of positions
5. GPA less than employer requirement

Write Your Curriculum Vitae (CV)

The curriculum vitae, also called an academic résumé or CV for short, is a summary of one's personal history and professional qualifications submitted as part of a job, graduate school, or internship application process.

CVs are similar to résumés; however, they do not have page limits and often include additional categories with more in-depth information. CVs are most commonly requested for academic positions and graduate school applications; however, any employer may ask to see your CV.

Components

While there is no standard formula or template for preparing a CV, certain information should be included.

1 Identification

- Your name, full address, phone number with area code, and email (make sure it's professional) should be the first items on your CV.
- If you are at a temporary address, you can include this in addition to or in place of your permanent address, depending on your circumstances.

2 Career Objective

- A career objective is normally not necessary for your CV, but if you decide to include one, make sure to state your objective as concisely as possible.
- The career objective can focus on teaching and research interests, skills, education, career area, type of organization, or position title. See how to create a career objective on [page 14](#).

3 Education

- Using reverse chronological order, list your most recent degree first followed by all other degrees earned or training received.
- Make sure to include the name of the degree, date of graduation, and name and location of the institution.

4 Experience

- List teaching, research, and related experience, including graduate assistantships, internships, and postdoctoral fellowships.
- Make sure to include your position title, name of the organization, the organization's location, dates, responsibilities, and accomplishments.
- Describe your experiences with short, results-oriented phrases using action verbs.

5 Other Categories

- Academic Preparation
- Academic and Professional Service
- Memberships/Affiliations
- Professional Certification(s)
- Presentations or Publications
- Research Projects
- Teaching Interests
- Thesis

6 Length

- The length of your CV will vary depending on your unique experiences.
- Keep in mind that the relevance of the information contained in your CV is MORE important than the number of pages filled!

7 Layout

- Remember, you are designing your CV to capture the reader's attention! Make sure to put the most relevant information first.
- In addition, you may want to use italics, underlining, and bold features to highlight certain category headings, position titles, organizations, etc.

Write Effective Letters

Develop a System



Before you send any professional letters, it is important to devise some way of keeping track of what you have sent. For example, if you send out a letter to Mr. Smith asking for an interview and offer to call him during the week of June 6, you need to have that date on record so you can be sure to meet that commitment.

If you are sending out 40 letters to various employers, it can be critical to know what you have said in a particular letter in order to follow up with them. Two methods of organizing your letter campaign are to use a chart or file system. The format should attract attention AND create interest!

Chart System

- Create a chart with columns for the prospective employer's name, the person contacted, the date sent, any commitments you made in the letter, and follow-up action taken.
- Make another chart for responses you receive from each letter. Include column headings, such as the prospective employer's name, person who replied, date of reply, and action taken.
- Keep these charts current and file the letters you receive.

File System

- Save copies of all letters you send out and file them in an electronic or paper folder. Set up another folder for the correspondence you receive that requires further action on your part and a third folder for your rejection letters.

- The file system can be especially helpful because you can access previous correspondence when composing additional letters. You also can look back over the letters and emails you have sent to determine which ones were generating interviews.

Choice of Cover Letter Format

1 Broadcast Letter

This type of letter is used to broadcast your availability to many employers in your field without writing a separate letter for each one. Although it is not usually used to pursue a specific job lead, it is wise to personalize it. Examples:

- "I am writing to highlight my qualifications for a position as an account executive at..."
- "I am very aware of the changing role of the nurse in today's hospital and clinic settings..."

2 Targeted Approach

The targeted approach is used to investigate a specific job lead. You may be answering an ad or investigating a suggestion offered by The Career Center, a relative, friend, or faculty member.

Tailor your letter to the job description specified in the ad. Some reading between the lines may be necessary so you can customize your response. Be sure to:

- Answer the ad as soon as possible after it appears, allowing yourself enough time to prepare your response.
- Be innovative! Make sure your letter stands out.
- Be straightforward, professional, and businesslike, and stick to the facts.
- Try to determine which accomplishments and skills would be most attractive to a particular employer.
- Answer all questions, with the exception of responding to the request for salary requirements. In this case, it is advisable to simply indicate that it is open and negotiable.

Remember that the primary purpose of the letter is to get you in the door for the interview— make sure it has impact! Examples:

- “My academic background, together with my work experience, has prepared me to function especially well as a technology specialist for IBM.”
- “My teaching experience and research skills are directly related to the department’s core program activities.”

organization and its products, services, business, or core mission.

- State when you are available to meet for an interview and include a phone number and/or email within a certain time frame.

Interview Appreciation Letter

Follow up the interview with a thank you note or email (find a sample on [page 48](#)) expressing appreciation for the interviewer’s time. Not only is this a courtesy, but your letter can also refresh your session in the interviewer’s mind. The thank you note should be sent within 48 hours of the interview. In your letter:

- Express appreciation for the interviewer’s consideration.
- State the date of the interview and the name of the employer.
- Reiterate your interest in the employer by mentioning new points or assets you may have forgotten to address in the original interview.
- Ask any questions you may have which were not answered in the original interview.
- Express your anticipation to receive word regarding a decision.

Types of Letters

Inquiry Letter

First, prepare a list of organizations which complement your interests, qualifications, and the position(s) you are seeking. Then, write a letter of inquiry to employers requesting employment information. It is important to research the organization as much as possible to give credibility to your contact letter. In your letter:

- Write to a specific person within the organization. As a general rule, send the letter to the employment, recruitment, or personnel manager in the personnel or human resources department. Or, you can direct your letter to the key executive or manager in the department to which you are applying.
- If the contact person’s name is not available, address your letter “Dear Hiring Manager” or “Dear Search Committee Chair.”
- State your exact interest in the organization and explain why they should be interested in you.
- Emphasize your positive assets and skills. Be as specific as possible about the type of position you are seeking and tie this to your knowledge of the



Letter of Acknowledgment

Once you have received an offer from an organization, it is important to respond as soon as possible. While an immediate “yes” or “no” is not essential, acknowledgment of the offer is expected.

- Acknowledge the receipt of the offer.
- Express your appreciation for the offer.
- Tell the employer when you expect to make a decision.
- Respond to the offer within 48-60 hours with your decision.

Letter of Declination

As a matter of courtesy, a letter declining the offer is due to those organizations you are rejecting. Despite the negative nature, it's vital that these employers know your decision. Such a letter often follows a telephone call, making your decision a matter of record and avoiding any confusion arising from verbal communication. In your letter:

- Express appreciation for the offer.
- State the exact position for which you were being considered.
- Mention the name of your potential supervisor.
- Decline graciously.
- Briefly explain the reason for your choice, sticking to the facts.
- Do not profusely apologize. Simply re-express your appreciation.

Letter of Acceptance

Once you have decided to accept the offer, the employer should be notified immediately. Employers will appreciate your promptness as it will allow them to assess the status of their personnel selection process. In your letter:

- Acknowledge your receipt of the offer by letter, face-to-face meeting, or telephone on the date it occurred.
- Be as specific as possible, mentioning starting salary and supervisor's name.
- Be sure to list and detail items (benefits, moving expenses, etc.) agreed to in the offer.
- State when you will be able to report to work.
- Express appreciation to your contact person and anyone else who has been particularly helpful.
- Ask if any other information is required.



Letter Writing Do's and Don'ts

Do

- ✓ Spell, punctuate, and format correctly.
- ✓ Write in your own words and use conversational language.
- ✓ When possible, address your letter to an individual using his/her correct title.
- ✓ Slant letter toward what you can offer employers, not what they should be offering you.
- ✓ Be brief, concise, and to the point.
- ✓ Take advantage of any link to the employer that can give you an edge over the competition (mentioning the name of someone you know in the organization or a mutual contact).
- ✓ If including an attachment with an email to the employer, make sure the document can be easily opened (e.g., a PDF or Word file).
- ✓ Thank the employer for considering you as an applicant.
- ✓ Close with a direct request for some sort of action (phone call, initial meeting).

Don't

- ✓ Use overly formal language or phrasing.
- ✓ Use gimmicks in an attempt to be original or clever.
- ✓ Lead sentences with the constant use of “I.”
- ✓ Be arrogant or say that the employer would be lucky to hire you.

COVER LETTER TEMPLATE

Name (Optional)
Your Present Address
City, State, Zip Code

Today's Date

Person's Name
Title
Organization
Street Address
City, State, Zip Code

Dear Name/Title:

1st Paragraph: Introduction. Greet the reader and inform him or her of the position title and area/department to which you are applying. Reference how you found the position or who referred you to apply. Summarize your intention and reason for submitting yourself as a candidate. Transition into the next paragraph.

2nd and/or 3rd Paragraph: Qualifications and Fit. Help the employer see how your qualifications and experiences meet the needs of the position. Mention specific qualifications that you believe will be of greatest interest to the organization, slanting your remarks toward addressing specified requirements needed for success in the position. Do not simply restate your résumé. Rather, summarize your most relevant skills and experiences as they relate to the employer's needs. Help the employer see how you are a strong fit for the organization's culture by highlighting what interests you about the mission, vision, values, and/or projects and services. Emphasize how you would like to contribute your qualifications to benefit the organization.

Final Paragraph: Conclusion. Close by making a request for an opportunity to talk with the employer and include your contact information. If you intend to follow up with an email or phone call, you may say so here. If your request is not concerning an interview, but more information about the organization and current job openings, you can request the information be sent electronically. Prior to requesting this information, make sure it is not readily available on the organization's website. Include your contact information and any preferences for how you prefer to be contacted. Thank the employer for considering your application materials.

Complimentary Close (such as "Sincerely" or "Best Regards"),

Your Handwritten Signature

Your Typed Name

SAMPLE TARGETED APPROACH COVER LETTER: MODIFIED BLOCK FORMAT

Include

- Don't forget to include your address and the employer's address at the top of the letter!

Specify

- Make sure to specify the position you are applying for.
- Tell how you heard of the opening or organization— this is especially important if you were referred by a mutual contact.

Mention

- Mention one or two of your qualifications that you believe will be of greatest interest to the organization.
- Tell why you are particularly interested in the employer, location, or type of work.

Tailor

- Tailor your skills and experiences to the employer. Consider how you will meet their needs!

End

- End with your plan of action, and commit to that plan. If you tell the employer you will contact them in a week to discuss the job, make that call!

105 Seminole Lane #100
Tallahassee, FL 32304
September 23, 2015

Mary Ross
Human Resources Manager
Guess, Inc.
1444 South Alameda Street
Los Angeles, CA 90021

Dear Ms. Ross:

I am interested in the Spring 2016 Merchandising or Retail Buying internship in California or New York with Guess, Inc., which was advertised on the Guess website. I feel my experience in retail sales and customer relations, combined with my courses in retail merchandising and product management at Florida State University, make me a strong candidate for an internship position with Guess, Inc.

In reading the position description, I understand that this internship requires past experience and knowledge in retail. My work experiences include positions in three separate Express stores, where I received several awards for outstanding sales performance. My work at Express also helped me develop a greater understanding of customer relations. In addition, the Retail Merchandising and Product Development program at Florida State has taught me valuable skills in business administration and management. I would very much like to contribute the knowledge and skills I gained through these experiences to serve customers as members of the Guess, Inc. team.

What draws me most to your organization is the success of Guess, Inc.'s ability to merge European and American style into a unique branding concept. I feel that working for an organization that transforms opposing global perspectives into iconic fashion would allow me to build my skills portfolio while working toward my long-term career goal of managing the buying division of an international fashion label. It would be an honor to work alongside individuals with goals and passions that mirror my own.

I would appreciate the opportunity to discuss how my experiences would benefit Guess. I will follow up via email next week. Should you need to contact me, I can be reached via phone at (850) 474-7214 or email at abc12d@fsu.edu. Thank you for your time and consideration.

Sincerely,

Joanne Taylor
Joanne Taylor

Need Help with Effective Letter Writing?

A career advisor can help you write or critique drafts of your cover, thank you, and graduate school letters! They are available for drop-in advising at The Career Center Monday through Friday from 9 a.m. until 4:30 p.m.

SAMPLE BROADCAST COVER LETTER: MODIFIED BLOCK FORMAT

Jennifer Stevenson
222 Ocala Drive
Tallahassee, FL 32306

April 5th, 2015

Mr. Alex Johnson
Vice President
Johnson & Johnson, Medical Products Division
One Johnson & Johnson Plaza
New Brunswick, NJ 08993

Dear Mr. Johnson:

Greetings, and I hope this finds you well. My name is Jennifer Stevenson, and I am currently a senior at Florida State University graduating with honors this spring with a degree in Biology. My goal is to pursue a position as a medical sales representative upon graduation in May. I would like to present myself as a candidate for any open positions you may have at this time. I believe I am a strong fit for the Johnson & Johnson company culture, and I would love to contribute my qualifications to a professional environment of committed employees.

While attending Florida State University, I have held many leadership positions, which required organization, discipline, and commitment. These experiences have provided the opportunity for me to obtain wisdom and understanding in guiding a group of individuals. Through my academic achievements, I have gained acceptance to several honor societies, including Phi Beta Kappa, and university-wide recognition for dedication to leadership in the form of the Golden Key Leadership Award. My academic achievements, combined with my sales and marketing experience, will enable me to play a strong role as an employee with Johnson & Johnson.

I have enclosed my résumé for your review and would appreciate an opportunity to discuss my qualifications and potential employment with Johnson & Johnson. I can be reached at (850) 555-5544 or via email at zyx@fsu.edu. Thank you for your time and consideration.

Sincerely,

Jennifer Stevenson
Jennifer Stevenson

Personalize

- Even when writing a broadcast letter, it is advisable to personalize the salutation if you can find the appropriate contact.

Tailor

- If you do not have a specific position description, tailor your skills to a general position description found in the Occupational Outlook Handbook, O*NET OnLine, Sigi, or Choices Planner (found in The Career Center Library or online at career.fsu.edu).

Thank

- Thank the employer for taking the time to read your letter.
- Be sure to include your contact information in the closing paragraph to help the employer follow up.
- Refer the reader to the enclosed application form and résumé.



Inspect Your Online Identity

Have you researched and cleaned up your online identity? Check your social networking profiles to determine if the information is incriminating, outdated, wrong, or embarrassing! Even if you don't look yourself up, employers might, and it may cost you the interview.

Here are some ways to help ensure your online identity is clean:



1 Investigate

Use search engines to explore your online identity. Search:

- With your name in quotation marks.
- Your name and your school name, middle name/initial, hometown, fraternity/sorority, organizations, major, etc.

2 Ask for Help

Your editorial might have been published on your school newspaper's website, you might have added a comment to a blog or article, or someone might have posted information about you. If any of this information is damaging, you might want to ask the website owner or editor to remove the information. If you are unable to have the information removed, be prepared to speak to an employer about your actions by turning the negative situation into a positive one.

3 Check Social Media Accounts

If you can't stand to remove questionable material (politically incorrect, rude, explicit, etc.) on social media, then change the privacy settings to restrict availability to only confirmed friends you trust. By doing so, recruiters and employers will not have access to your account.

Keep in mind that even if your profile is private, walls for your friends, groups, and pages may still be public. A good way to clean up your online presence is to remove negative pictures and entries from your social media pages.

When you are about to post new content online or you are reviewing what "digital dirt" to delete from your social media past, ask yourself the following questions:

- Would I be willing to have the information viewed by the public?
- Could I justify the information to others if they question it?

Simple rule of thumb: If you do not want information about you known by an employer, do NOT post it online. Remember, once you post information online, you lose control over where it is stored or with whom it might be shared.

- Be selective about whom you accept as a friend or connection.
- Avoid naming employers or individuals with whom you had negative experiences/encounters (e.g., complaining on a Facebook status or in your blog after having a bad job interview).
- Consider what the names of any online groups you are affiliated with convey about you (e.g., FSU Boozers).
- Keep in mind that even if an employer does not view your site, potential colleagues or clients might!

Build Your Positive Online Presence

1 Connect with Professionals and Industry Peers

Take advantage of the opportunity to establish one-on-one relationships with employers and recruiters on LinkedIn and Twitter by introducing yourself. For example:

- Hi Mr./Ms. _____
I am a student at Florida State University passionate about multicultural marketing and was impressed with your company's efforts at creating campaigns targeting U.S. Hispanics! Hoping to learn and interact with you, please accept my request.

2 Become Your Own Online Agent

Consider the “about me” space in your social media profiles as an elevator speech. Post content that conveys you positively! Brand yourself, be creative, and tell us in a couple of sentences who you are, what makes you different, and why we should follow you! For example:

Advertising major looking for an internship in Miami:
Branding/Social Media Marketing/Ethnic Cuisine

- Post professional content to “smother” less professional posts.
- Make your posts useful and relatable to your career field.
- Avoid joining online groups that could restrict your opportunities.
- Beware of others with your same name.

3 Take Advantage of Social Networking Sites

You can use them to:

- Search for recruiters and job boards by typing the words “recruiter” followed by your job industry.
- Follow industry experts or publications and engage in meaningful conversations with your contacts.
- Blend in personal commentary, but save overly personal tweets or posts for friends. Instead, write or retweet about current events in your industry.

- Blog, tweet, or post about things people would enjoy reading about.
- Make sure your writing is free of grammar and spelling mistakes.
- Include images or videos related to your posts to maintain visual interest.
- Update your blog or page at least weekly, so it doesn't seem abandoned.

4 Buy a Blog Domain Name

You can determine if your domain name is available by visiting this list of reputable domain name registrars:

- godaddy.com
- register.com
- networkingsolutions.com



Sources

- CareerBuilder.com/Article/CB-1337-Interview-Tips/More-Employers-Screening-Candidates-via-Social-Networking-Sites
- Not Just Your Space: The College Student's Guide to Managing Online Reputation by Tom Drugan
- StudentBranding.com

Dress to Impress

The Secrets of Proper Attire



Learn the Employer's Dress Style

Looking the part can help you make a good first impression.

- Research the culture of the employer. A more conservative employer (accounting, finance, law, etc.) will require more conservative dress. A more creative employer (retail, advertising, etc.) might offer more flexibility.
- Look at the brochures, website, and employees of the organization to guide your dress. What style of clothes is being worn by the people who work there?
- Trust your instincts when selecting interview attire. If you have to ask "Can I wear this?" then the answer should always be "No." Err on the conservative side when in doubt about what to wear.
- Avoid extremes. Low-cut blouses, sky-high stilettos, and miniskirts are inappropriate.
- Purchase a quality suit. One good suit is better than several inexpensive suits.
- Always try on your entire outfit prior to the interview day. Don't forget to look at the back of your outfit to ensure you have a polished look coming and going.
- ASK! It is okay to ask an employer what their organization's dress code looks like.

The Importance of Proper Attire

Even though we would like to think that our skills and abilities get us the job, appearance does count. First impressions are made within five minutes of meeting someone and help shape all future impressions, so it is important to dress professionally.

The National Association of Colleges and Employers (NACE) surveyed 457 employers who recruit new college graduates, and an overwhelming 92 percent believe a candidate's overall appearance influences their opinion about that candidate!

When meeting potential employers, dress appropriately. It can be helpful to remember to always dress for the job you want.

Business Professional Attire

Business attire suggests formal, conservative dress style. It is expected when interviewing with an employer, unless stated otherwise. Attention to detail, impeccable grooming, and a well-fitting suit are vital to make a lasting good impression.

Business Casual Attire

Dress code policies have been changing for the last decade. Dressing more casually is meant to make life easier, but confusion over appropriate attire has caused many employers to adopt some type of business casual standard. Whether it is casual Fridays, shirts with the organization's logo, or a guide for acceptable dress, the casual dress code is becoming more defined.

Standard Interview Attire

The Suit

- Choose a classic, neutral suit in charcoal, black, navy, or gray. Avoid suits that conform to trends. Skirt suits are appropriate feminine attire as long as the skirt hits or covers the knee and there are no large slits at the side, front, or back.
- The pant leg should touch the front of the shoe and fall just above the heel in the back. Pants can be cuffed or uncuffed.
- The fabric of the suit should be gabardine or wool. Blended material is acceptable, but avoid cotton blends as they wrinkle.
- Make sure the suit flatters your figure and fits well, not too tight or loose.

The Dress Shirt

- Choose shirts in a pale, subtle color (i.e., blue, white, ecru).
- Long sleeved, button-up shirts are most appropriate. Your shirt sleeve should extend beyond the suit jacket sleeves by half an inch.

- Pointed collars give a more professional image than button-down collars, yet both are acceptable.
- Avoid shirts with insignias.
- Wearing a crew-neck undershirt or camisole under your dress shirt is advisable to preserve modesty and add finish to the look.

Shoes/Belt

- Shoes that match your suit or are slightly darker are the best choice in colors, such as brown, black, tan, or navy. The shoe should have a real sole (no sneakers, sandals, or street shoes) and a closed toe. Avoid platforms and heels higher than 2 inches.
- Shoes should be polished and in good condition.
- Socks/stockings should match the color of your suit and cover your calves.
- Belts should be in good condition and match the color of your shoes.

Masculine Considerations for Interview Attire

The Necktie

- Wear a conservative tie with subtle patterns or solid colors.
- Ties should be of good quality and generally darker than your shirt.
- The tie should fall to the middle of your belt.

Accessories

- Limit accessories/jewelry to three pieces.
- Masculine accessories may include a watch, ring, handkerchief/pocket square, lapel pins, cuff links (count as 2), and tie tacks. If wearing a watch, it should be a dress watch — avoid athletic styles.
- Avoid bracelets, necklaces, and visible piercings.

Grooming

- Facial hair should be neatly trimmed (mustache, sideburns).
- Hair should be neat and conservative, not touching the collar of your shirt.
- Heavy cologne should be avoided.
- Nails should be clean and manicured.
- It is best to try to cover visible tattoos.



Feminine Considerations for Interview Attire



Variations of the Suit

- If wearing a skirt suit, hemlines should be knee length or longer. Miniskirts are inappropriate.
- Choose a quality fabric such as wool or gabardine.
- Jacket sleeves should fall half an inch below your wrist.

The Blouse

- If wearing a blouse instead of a dress shirt, it should be neat and ironed, neither low-cut nor revealing.
- Do not wear a camisole or sheer blouse.

Accessories

- Jewelry should be minimal and conservative. Remove all facial piercing except earrings.
- Wear a maximum of five accessories. Earrings count as two and a watch is the third, allowing two additional accessories. Do not over-accessorize.

Makeup and Grooming

- Makeup should be natural and conservative. Avoid overly dark or bright eyeshadow and lipstick.
- Nails should be clean and manicured. Avoid very long nails, nail art, or trendy and bright nail polish.
- Hair should be clean and neat.
- Avoid perfumes or scented lotions.
- It is best to try to cover visible tattoos.

Business Casual

Feminine Considerations

- Pantsuits are a wise choice for a business casual event (information session, facility tour, etc.).
- A classic sheath paired with a cardigan or a blazer in the same fabric and color is a good choice.
- Crisp cotton shirts in white, chambray, and chartreuse paired with dress pants, khakis, or skirts make an appropriate casual outfit.
- Cardigan twin sets are also an easy way to dress more casually while still looking professional.
- Jewelry, scarves, and other accessories will add polish to any outfit, but remember that less is more.
- Shoes should still be well-made and close-toed. Flats are appropriate.
- Hose are not essential for business casual but are recommended for shorter skirts. Wear trouser socks with pants.
- Skirts should still fall near the knee.

Masculine Considerations

- A sports coat creates a pulled together look in a business casual environment and eliminates the need for a tie. Pair the sports coat with khakis or dark slacks.
- Traditional dress slacks (khakis, Dockers, corduroys, wool, and linen) are appropriate with or without a blazer. Be sure to press them beforehand.
- Casual, button-down oxford shirts are a great alternative to dress shirts, with or without a tie. Choose basic white, chambray, or pinstripe.
- Oxfords and loafers in brown or black are a good match for khakis and corduroys.

One of a kind



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Ace Your First Interview

Often, it is the degree of preparation that makes the difference between a successful and unsuccessful interview candidate. The following information will guide you through your first interview and provide you the groundwork for your future success!



Prepare for the Interview

Know the Employer

This is an opportunity for you to demonstrate your research skills! It is important for you to find out as much as you can about the organization, agency, institution, and position you are interviewing for. Ask yourself the following questions:

- What does the organization make or what service does it provide?
- What is the size of the organization? What is its organizational structure? How much potential for advancement is there within this structure?
- Who are the organization's officers, administrators, or key stakeholders?

Find out how the position you are applying for relates to the whole organization. Attempt to narrow down some challenges, opportunities, policies, or philosophies of the organization, and plan to focus on these during the interview.

This research will not only increase your self-confidence, but it will also impress the interviewer. For additional information, read the "Researching Potential Employers" guide in The Career Center or online at career.fsu.edu/Resources/Career-Guides.

Know Yourself

Before your interview, know what you have to offer the potential employer. Evaluate yourself in terms of your strengths and how you can translate these strengths into skills your prospective employer can use. It is also helpful to know your weaknesses. If you are asked to state a weakness, do not elaborate on it! Instead, state steps you are taking to improve upon your weakness.

Be ready to talk about your career objective, your short- and long-term goals, and your interests. Study your résumé and be familiar with your education and experience. Practice illustrating how your extracurricular activities are examples of skills in leadership and responsibility.

The most important point to remember when preparing for an interview is that the prospective employer is primarily concerned with hiring someone who will make a valuable contribution to the organization. Be prepared to tell an employer why you should be hired.

Learn to Communicate Effectively

You must be able to express yourself and communicate clearly to the interviewer!

- The best way to improve your communication skills is to practice role-playing before the interview. Consider participating in a mock interview at The Career Center or ask a friend to help you simulate an interview. Make sure you are critiqued on your voice tone, body language, and eye contact.
- Study the sample questions on [page 47](#). Another suggestion for role-playing might be to get together with people who also are preparing for interviews. You can learn a lot by critiquing different approaches.
- Avoid memorizing what you want to say! If you come across like you have a speech prepared, your interview may be less effective.
- Set up your FSU Career Portfolio to identify and describe your skills. Refer to the Career Portfolio User's Guide on [page 107](#).
- You may be nervous during the interview. Concentrate on what is being asked and respond appropriately. Many people make their voices more monotone to sound professional. Avoid doing this! Speak as you normally would in conversation.
- Pay close attention to the interviewer's questions. Don't get distracted or daydream. Remember to take a moment after each question is asked to prepare a thoughtful, thorough answer.

Perfect Your Skills With a Mock Interview

The Mock Interview Program provides FSU students with the opportunity to practice their interview skills in mock face-to-face, telephone, panel, and Skype interviews and then receive feedback on their performance.

Mock interviews last about an hour and are recorded, replayed, and critiqued immediately afterward by a Mock Interview Mentor. Students can:

- Practice interviewing.
- Communicate skills clearly.
- Create a good first impression.
- Reduce nervousness before an actual interview.
- Discuss interviewing style and develop strategies.



You will get the most from your mock interview if you treat it like an actual interview. In fact, many of the questions asked during your mock interview are questions submitted by employers who participate in on-campus recruiting at FSU. Each mock interview focuses on how well you know yourself, your past experiences, and the industry you hope to enter. Mentors also critique how well you articulate this knowledge.

Mock interviews are offered by The Career Center during the fall and spring semesters throughout the following dates:

- **Fall 2015: Mock interviews can be scheduled August 31 - November 20 (open sign-up starts August 24).**
- **Spring 2016: Mock interviews can be scheduled January 19 - April 25 (open sign-up starts January 6).**

All mock interviews take place at The Career Center, located in the Dunlap Success Center (DSC) on South Woodward Avenue.

To sign up for a mock interview, you must be authorized for SeminoleLink Plus! services. See [page 100](#) to learn how to upgrade to Plus! services.

For step-by-step registration information and more details on the Mock Interview Program, please visit career.fsu.edu/MockInterview.

Attend the Interview

Be On Time

It is better to be a few minutes early than one minute late for your interview. If you are late, you will potentially make a bad initial impression.

Dress Appropriately

When seeking a professional position, you must look like a professional! A good guideline to follow is to dress as others do in the same occupation. Remember, the first impression is a lasting one, and you want it to be great. For more on business dress, read how to dress to impress on [page 40](#).

Anticipate the Interview Format

The interview format can vary depending on the organization, position, resources available, etc. Be sure to ask when you set up for an interview appointment which format will be used and, if possible, who will be present (names, position titles, departments represented). Below are descriptions of potential interview formats.

One-on-One

One interviewer, one candidate for one interview

Panel Interview

A group of interviewers take turns asking questions to one candidate

Group Interview

Several candidates interview at the same time with one or more interviewers

Skype/Telephone Interview

An interview in any of the above formats but held using technology (telephone or computer with webcam)

Performance Interview

Candidate performs specified tasks related to the potential job in a limited timeframe

In other situations, especially academic settings, you may be asked to lecture or present in your area of expertise in addition to participating in other kinds of interviewing. Some interviews last 30-45 minutes. In other organizations, interviews can be performed in a series covering one or more business days. Knowing the format in which you will be participating will help you prepare and perform on the day of the interview.

Break the Ice

Interviews are unpredictable, and no two interviews are alike. Much depends upon the interviewer's personality and experience. Remember that your interviewer is in control, and your responses should reflect this dynamic.

Interviewers usually try to make you as comfortable as possible once the interview begins. Often, they start with basic questions from your résumé. Since this information is familiar to you, the interview will become less tense. Be ready when the interviewer starts to concentrate on specific facts, however.

On-Campus Interviewing

Employers from Fortune 500, local, regional, and national companies recruit students for internships, part-time jobs, and full-time positions at FSU.

Search for on-campus recruiters in SeminoleLink, [pages 101-104](#), routinely throughout the semester to apply for interviews. Get started today at career.fsu.edu/SeminoleLink.

During the Interview

Answer the Interviewer's Questions

After the introduction, the interviewer will usually get to the point. The interviewer will attempt to assess your motivations, as well as the way you operate. While a résumé provides the facts, the interview provides the "why's" and "how's."

During the interview, the most important thing to remember is to be honest! Telling the interviewer what they want to hear is not the purpose of the interview. If you are deceitful and interviewers sense this, the chance of being invited for a second interview is slim.

Be prepared to back up what you say! If you state that you have certain skills and abilities, cite specific examples where you have demonstrated them. The FSU Career Portfolio is a good way to document your skills and accomplishments. See [page 107](#).

Some interviews might include stress questions which usually involve problem-solving and have no right or wrong answers. The purpose of this type of questioning is to see how you think and react under pressure. Visit The Career Center Library for sample stress questions.

Sample Interview Questions

- What are your short- and long-term goals and objectives?
- What do you see yourself doing five years from now?
- What are the most important rewards you expect in your career?
- What are your greatest strengths and weaknesses?
- How would you describe yourself?
- How do you think a friend or professor who knows you well would describe you?
- What motivates you to make your greatest effort?
- Why should I hire you?
- What qualifications do you have that will enable you to be successful in this field?
- How do you determine or evaluate success?
- In what ways do you think you can make a contribution to our organization?
- Describe the relationship that should exist between a supervisor and those reporting to him or her.
- What two or three accomplishments have given you the most satisfaction?
- What have you learned from your previous jobs or extracurricular activities?
- In what kind of work environment are you most comfortable?
- How do you work under pressure?
- Why did you decide to seek a position with this organization?
- What do you know about our organization?
- What do you feel is the most pressing issue facing our industry today?
- Describe an example where you worked as part of a team.
- What major problem have you encountered, and how did you deal with it?
- Tell me about a time when you motivated others.
- Describe a situation when you underwent significant stress. How did you cope?

Questions adapted from *The Endicott Report: Trends in Employment of College and University Graduates in Business and Industry* by Frank S. Endicott.

Ask the Interviewer Your Questions

During your pre-interview research, you should prepare some intelligent questions to ask your interviewer.

Examples include:

- How do you measure the success of a trainee?
- What is the normal progression of a trainee over the first few years?
- How much travel is required?
- Do you encourage continuing education?
- What are your goals for this position?

NEVER ask about vacation time or retirement! These are not work-related activities. You must talk opportunity, not security; although, you can ask for more information regarding benefits.

During the interview, you should be sensitive to signs that it has run its course. Campus interviews are usually scheduled for 20 or 30 minutes. Interviews end in different ways. Some interviewers might look at their watch, which is a cue for you that the interview is nearing an end; some interviewers are blunt by holding out their hand and thanking you for coming. Most employer representatives, however, expect you to sense the proper time to leave on based on subtle indications.

When the interview is over, thank the interviewer for taking time to talk with you. Re-emphasize your interest in the position and your appreciation for being considered. This is important, since many candidates mistakenly assume that interviewers sense their interest.

If the interviewer does not offer you a job (this is rarely done in the first interview) or indicate when you might receive word, ask when you might hear about a second interview or an actual offer.

Interviewers are less likely to keep you waiting if they specify a deadline date. If the interviewer is impressed with your performance, you will probably be invited to visit the organization, meet other personnel, and go through more extensive screening. The main purpose of an initial interview is to qualify you for a follow-up! It is usually after the second interview that a job offer is given (page 85).



Be Prepared to Talk Salary (But Don't Bring It Up First)

One question you should be ready to address is expected salary. On your résumé, it is not proper to mention salaries, but in an interview, you might be asked to state a figure. Research salary information in The Career Center Library, including the National Association of Colleges and Employers Salary Survey. Refer to [page 112](#) for some national starting salary averages. There are also several websites that provide salary information, such as [salary.com](#).

By knowing the rate beforehand, you can be realistic in your terms. Candidates whose rates are too high might price themselves right out of the job. If you are too low, the interviewer might not be given further consideration.

One way to handle salary questions is to give a range. Be prepared to back up your salary request with specific information about your experience! Generally, it is recommended that candidates allow employers to address salary. For more information, read about how to negotiate job offers on [page 93](#).

After the Interview

Write a Thank You Letter

Ask for the interviewer's business card and write a letter of appreciation either as an email or a handwritten note. Previous communication with the organization will give you an idea of the best format to use.

Make the letter more than just a plain thank you note. Tell the interviewer you are still interested in the position and review some of your qualifications so that his/her memory will be refreshed.

Make Each Interview a Learning Experience

As soon as possible after the interview, write down what you have learned. Ask yourself:

- Which points interested the employer?
- Did I present my skills and qualifications well?
- Did I talk too much? Too little?
- How can I improve my next interview?
- What questions did I find more difficult versus easier to answer?

John Flenderson
321 Pensacola Street
Tallahassee, FL 32021
(850) 987-6543
example@my.fsu.edu

November 15, 2015

Name:
Title:
Organization:
Address:

Dear Mr./Ms. Last Name:

Thank you for taking the time out of your busy schedule to talk to me about the _____ position with _____ company. I appreciate your time and consideration in interviewing me for this position.

After speaking with you (and the group), I believe that I would be an ideal candidate for this position, offering the quick learning and adaptability that is needed for a diversified position. In addition to my enthusiasm for performing well, I would bring the technical and analytical skills necessary to get the job done.

I am very interested in working for you and look forward to hearing from you once the final decisions are made regarding this position. Please feel free to contact me at any time if further information is needed. My cell phone number is (850) 987-6543.

Thank you for your time and consideration.

Sincerely,

John Flenderson
John Flenderson

MAKE A GOOD IMPRESSION

What's Your Plan?

*Create your plan to discover your options!
Map out your goals, and choose items from the Sample Activities list to begin.*

Sample Activities

- ☐ Use Career Center Library resources.
- ☐ Create a career objective, and write a résumé or cover letter.
- ☐ Receive a résumé/cover letter critique.
- ☐ Practice interviewing with a mock interview, and answer sample interview questions.
- ☐ Build a positive online presence.

ProfessioNole

Have questions about what you can do with your major? Not sure what the working world will be like post-graduation? Want to grow your network? Make contacts with FSU alumni and friends through the ProfessioNole database in SeminoleLink. ProfessioNole volunteers want to share career information and insight with you. Find out more details on [page 105](#).

Career Portfolio

Impress employers or graduate school admissions committees by using FSU's online Career Portfolio to document and showcase your skills, qualifications, experiences, and accomplishments! Find out how to get started on [page 107](#).

Goal(s)

- #1 _____
- #2 _____
- #3 _____

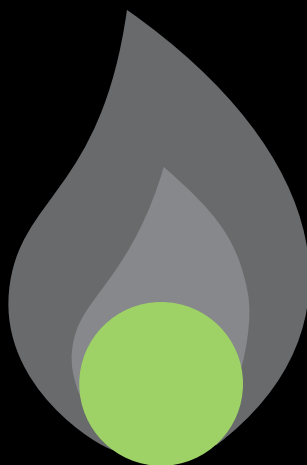
Activity

Priority

_____	_____
_____	_____
_____	_____
_____	_____



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GAIN EXPERIENCE

When employers hire new college graduates for full-time positions, they look beyond a student's major and academic record for a skill set built and tested through real-world experiences. Experiential learning, such as part-time jobs, internships, or campus and community involvement, plays a key part in developing your interests, values, and skills outside of the classroom. Additionally, experiential learning allows you to "try on" various work environments within your projected career field.

Learn by Doing

Experiential learning occurs through a variety of activities, such as:

- ✓ Part-time jobs
- ✓ Internships
- ✓ Service learning
- ✓ Undergraduate research
- ✓ Leadership
- ✓ Co-ops
- ✓ Field work
- ✓ Projects
- ✓ Fellowships
- ✓ Clinical experience
- ✓ Practicums

How would you like to gain experience?

- ☐ Obtain a part-time job
- ☐ Volunteer
- ☐ Conduct research
- ☐ Get involved on campus
- ☐ Land an internship
- ☐ Study, intern, or work abroad
- ☐ Other _____

Benefits of Experiential Learning

- **Network**— Boost your professional contacts.
- **Develop**— Gain professionalism and expand your résumé and Career Portfolio.
- **Clarify**— Narrow your job search focus and refine your career goals.
- **Learn**— Acquire industry-specific language and discover new industry trends.

Obtain a Part-Time Job

Part-time jobs offer unique benefits, including building your résumé and developing new skills and competencies to complement classroom learning. This can be beneficial in future job searches or the graduate school application process.

Part-Time Jobs On Campus

On-campus employment often offers flexibility with your academic class schedule and aligns with university holiday closure schedules. Additionally, working on campus is a great way to keep your parking space!

- **Office of Human Resources**— The Florida State University Office of Human Resources advertises most available on-campus part-time jobs campus-wide within the different colleges, schools, departments, institutes, and administrative units. Visit jobs.fsu.edu, select “Browse Job Opportunities,” then “Temporary & Student Jobs.”
- **Academic Center for Excellence (ACE)**— ACE hires peer tutors to support FSU students who are looking for additional help with course material, as well as organizational and time management skills. Visit ace.fsu.edu/Tutoring/Peer-Tutoring-Employment-Opportunities.
- **Campus Dish**— Campus Dish hires employees that work in all Seminole Dining locations and Catering Services across campus for everything from student managers to dish-washing staff. Visit seminoledining.campusdish.com/Careers.
- **Campus Recreation**— Campus Recreation employs 700+ students in various program areas throughout the school year, including RecSports, Fitness & Wellness, Facilities, and Outdoor Adventures. Visit campusrec.fsu.edu/staff/jobs.
- **University Libraries**— Did you know there are over 8 libraries across campus?! University Libraries searches for student employees to provide customer service, technology support, reference assistance, security, data entry, and more. Visit lib.fsu.edu/employment/ops-fws.
- **Oglesby Union**— The Union employs around 300 students in a wide variety of positions at the Oglesby Union Complex, Student Activities Center, Askew Student Life Center, Student Services Building, and FSU Flying High Circus. The Oglesby Union hires FSU students in April, July, and November of every year to serve in a number of support roles. Visit union.fsu.edu/about-us/jobs/.

- **The Phone Center**— The Phone Center employs nearly 70 students who work year-round providing information to the thousands of members of the Florida State University community while offering them an opportunity to support the university's academic future. Visit foundation.fsu.edu/about/phone-center.
- **University Housing**— University Housing has many employment opportunities for students offered throughout the year. Some jobs are time-sensitive, and others have rolling applications throughout the year, including receptionist, night staff, conference assistant, and resident assistant. Visit housing.fsu.edu/employment.

Part-Time Job Fair

FALL— August 27, 2015
SPRING— January 13, 2016

Oglesby Union Ballrooms | 10 a.m. - 2 p.m.
career.fsu.edu/Students/Events

SeminoleLink

Search for part-time jobs, both on and off campus, through your SeminoleLink account at career.fsu.edu/SeminoleLink.

Student Employment Listings

Visit career.fsu.edu; click “Find a Part-Time Job.”





Part-Time Jobs in the Greater Tallahassee Area

Off-campus employment can offer additional job options relevant to your major or intended career path. Tallahassee is home to a variety of employers across industries, including government, education, engineering, healthcare, and private corporations.

Not sure which employers to target? Visiting The Career Center during walk-in hours to meet with a career advisor can help you identify potential part-time employers that match your intended career path. Career Center advising is available from 9 a.m. to 4:30 p.m. Monday through Friday.

The classifieds section of our local newspapers includes job ads from various employers. For example:

- Tallahassee Democrat Classifieds
www.tallahassee.com
- FSView Classifieds
www.fsunews.com

Government agencies employ workers across many functions, including parks and recreation, after-school programs, business services, libraries, law enforcement, health, and social services.

- Leon County Government
<http://cms.leoncountyfl.gov/HR/jobs/joblist.asp>
- State of Florida
<http://jobs.myflorida.com/index.html>
- City of Tallahassee
www.talgov.com/hr

Temporary staffing agencies are recruiters seeking part-time, temporary workers on behalf of other companies. You may want to consider registering with temporary staffing agencies in order to get your foot in the door with local companies.

Doing a great job during a temporary gig can often lead to longer-term employment. Completing multiple temporary assignments can provide you with exposure to many different work settings.

- Adecco
www.adecco-tlh.net
- Kelly Services
www.kellyservices.com
- Manpower
www.manpower.com
- Remedy Intelligent Staffing
www.remedystaff.com
- Spherion
www.spherion.com

Did You Know?

Benefits of part-time employment:

- Working part-time develops effective time-management skills. Holding down a job requires students to balance class schedules, study time, leisure time, and the demands of a work schedule.
- National statistics indicate that students who work an average of 10-20 hours per week develop more effective study habits and perform better academically.
- Working can develop self-confidence, self-sufficiency, and a real sense of independence for many individuals. These are invaluable skills necessary for the professional world.
- Students who work through a series of jobs while attending college can establish an excellent work record and employment history. A solid work history can benefit students as they begin seeking permanent employment.



Volunteer

Volunteering is an excellent way to gain work experience and explore career options! The FSU Center for Leadership and Social Change is located in the Dunlap Success Center next to The Career Center. To seek volunteer opportunities, students are encouraged to browse the “Get Involved” section of the Center’s website at www.thecenter.fsu.edu/Get-Involved. Students can also request to meet with a service advisor by submitting a form online at www.thecenter.fsu.edu/Get-Involved/Advising-Request-Form.

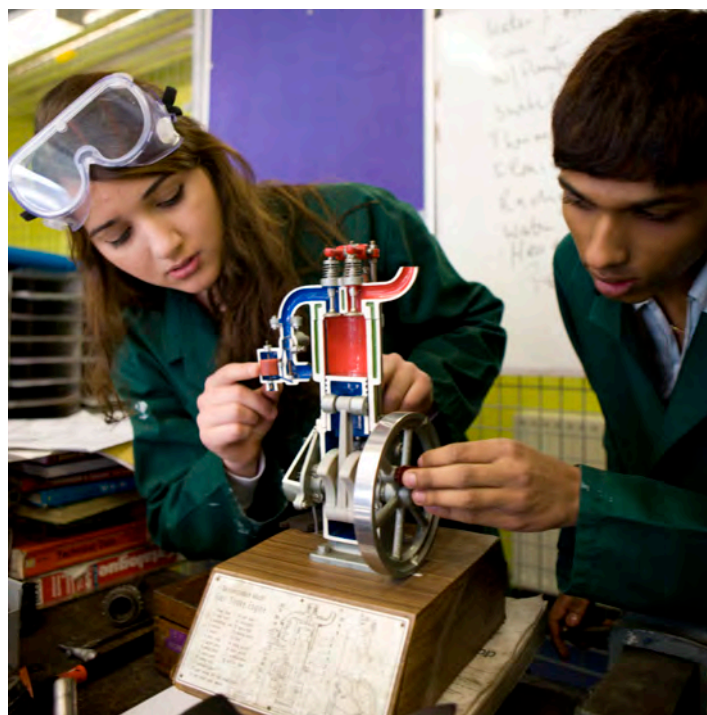
To highlight their volunteer experiences, FSU students can post their service hours to their official academic transcript through participation in the ServScript program. Information about the program and step-by-step instructions can be found at www.thecenter.fsu.edu/ServScript-Program. Questions about the program can be emailed to servscript@admin.fsu.edu.

Research

Take advantage of the opportunity to conduct research, participate in a creative or service-learning project, or showcase your work through symposia and publications. Florida State University’s Center for Undergraduate Research and Academic Engagement (CRE) encourages students to engage in research, innovation, and scholarship through a variety of programs.

- The **Undergraduate Research Opportunity Program (UROP)** offers a rare opportunity for first-year, second-year, and transfer students to partner with FSU’s excellent faculty as research assistants.
- **FSU’s chapter of FGLSAMP** (Florida Georgia Louis Stokes Alliance for Minority Participation) facilitates the entry of FGLSAMP science, technology, engineering, and math (STEM) majors into graduate programs while increasing the participation of minority graduates in STEM disciplines.
- The **FSU Global Scholars** program helps students secure summer internships at non-profit organizations in developing countries around the world.
- **Summer Research Awards** provide funding for students to conduct independent research and creative projects under the guidance of a faculty mentor.
- CRE’s **Social Entrepreneur-in-Residence** helps students research, develop, and launch social enterprises.

For more information on research opportunities, visit cre.fsu.edu.



LEARN. SERVE. *TRANSFORM.*

CENTER FOR
LEADERSHIP
&
SOCIAL CHANGE

The Center for Leadership & Social Change aims to *TRANSFORM* lives through leadership education, identity development, and community engagement. With more than 40 programs, there is something for everyone!

Get Connected!
Stop by the Center to find out how you can get involved!

SOME OF OUR PROGRAMS INCLUDE

- Community Outreach Program
- With Words
- PeaceJam
- Service Leadership Seminar
- Youth Programs
- Leadership LOGIC
- Multicultural Leadership Summit



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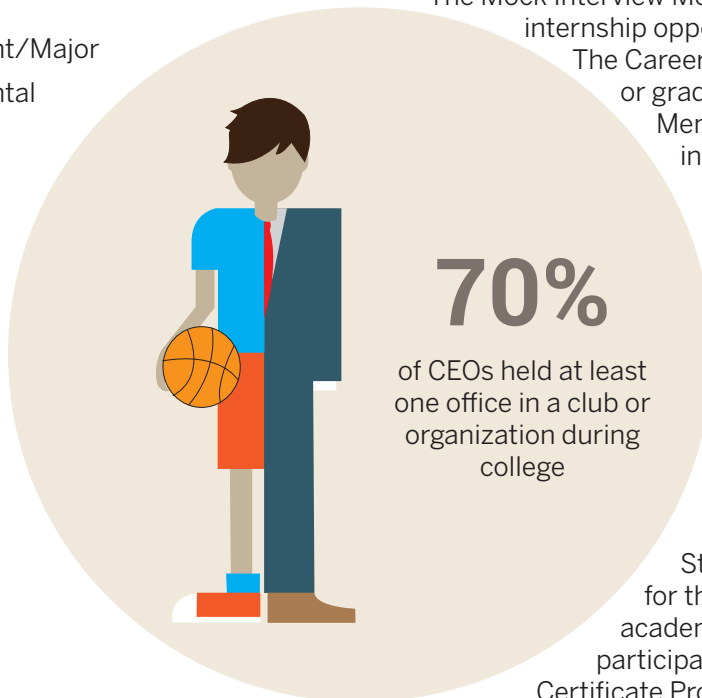
[centerfsu](https://www.snapchat.com/add/centerfsu)

Get Involved

Participation in a recognized student organization is a great way to build your résumé, enhance your leadership skills, and engage in experiential learning while fulfilling organizational goals.

With over 650 recognized student organizations, FSU provides students with a variety of ways to get involved on campus. The Student Activities Center at FSU is committed to providing programs, services, and resources to all students and their organizations. Visit studentgroups.fsu.edu/organizations for more information. You can also explore memberships in groups such as:

- Academic/Honorary
- Community Service
- Academic Department/Major
- Academic Departmental Affiliate
- Graduate Students
- Greek Life
- Health/Wellness
- Multicultural
- Performance
- Political
- Professional
- Recreational/Sport
- Religious/Spiritual
- Student Government Association Affiliate
- Social
- Special Interest
- Student Academic Program



Career Center Involvement

Student Ambassador Program

The Career Center Student Ambassador Program is a service and leadership experience that provides students the opportunity to serve as representatives of The Career Center. Ambassadors participate in variety of activities, including marketing and staffing Career Center events, hosting employer visits, and presenting at Orientation. By participating in the program, you will have the opportunity to network with peers and business professionals, build a professional presence, and enhance your résumé.

Mock Interview Mentor Internship

The Mock Interview Mentor Program is a unique internship opportunity that is offered through The Career Center for any undergraduate or graduate student. Mock Interview

Mentors facilitate all types of interviews for current students and recent alumni. As a requirement of the internship, mentors execute 5-7 interviews per week, conduct specific research in regards to companies, industries, and organizations, and participate in monthly supervision and professional development opportunities through The Career Center.

Students who are selected for the internship must be in good academic standing with the University, participate in either the Experiential Certificate Program or an academic internship course, and facilitate superior customer service for all program participants.

Garnet & Gold Scholar Society

The Garnet & Gold Scholar Society facilitates involvement and recognizes the engaged, well-rounded undergraduate student who excels within and beyond the classroom in the areas of Leadership, Internship, Service, International, and Research. An undergraduate student who meets the criteria in three of the five areas and completes the guided reflections will qualify to graduate as a member of the Garnet & Gold Scholar Society.

Find out more about how to become a member of the Garnet & Gold Scholar Society at garnetandgoldscholar.fsu.edu.



Land an Internship

Internships bring your academic classroom studies to life! Internships are designed to provide exposure to careers matching your major or career paths of interest.



It Pays to Intern

Internships position you as a more competitive candidate for full-time jobs or graduate school admission in these four ways:

1 Insider Edge

Many jobs are never advertised externally because companies find they can recruit from within. As an intern, you'll have access to the company's internal job advertisements, putting you in the right place at the right time, often with the right experience, to secure a post-graduation full-time position.

2 Proof of Your Skills

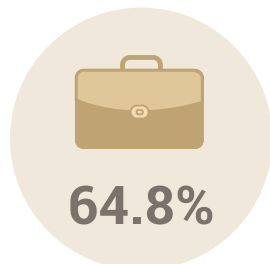
Internships provide the opportunity to solve problems, deal with clients, and generate ideas. Even if your internship is not related to your overall career goal, you will pick up valuable skills. In future interviews, you will easily be able to recount specific examples of your past accomplishments from your internship.

3 Networking

Don't just think about the co-workers you'll meet. Think about the ample opportunities you'll have to make new connections and expand your professional network through an internship.

4 Professional Reference

Full-time, degree-required jobs and graduate school applications require submission of professional references to set you apart from other candidates. A great internship experience can provide one or more professional references proving you are ready for the transition into a full-time career or graduate program.



full-time offers made by employers to their interns



interns who accepted a full-time job offer with their internship employer



national average hourly wage for interns at the bachelor degree level



national average hourly wage for interns at the master degree level



According to the National Association of Colleges and Employers (NACE) Internship & Co-op Survey 2014

10 Tips for Finding an Internship

1 Start Your Search Early

Begin ideally one to two semesters before you would like to intern.

2 Develop a Winning Résumé

Get help from The Career Center or use the Résumé Builder feature in SeminoleLink.

3 Enhance Your Interview Skills

Mock interviews (face-to-face, panel, phone, or Skype) are available through The Career Center during the fall and spring semesters, as well as during the summer on a limited basis.

4 Register for Plus! Services in SeminoleLink

SeminoleLink is The Career Center's online opportunity database linking students and alumni directly with employers. With SeminoleLink, you can:

- Search, view, and apply to internships, co-ops, and other job postings. Receive email notifications for jobs that match your qualifications.
- View and sign-up for on-campus and mock interviews.
- Upload your résumé and other professional documents for safe-keeping and easy application submission.
- Connect with professionals in your field and through ProfessioNole, FSU's alumni/community database.
- Report your previous and future experiences. (Click "Report Your Seminole Success Story" under the "Profile" tab).

Visit career.fsu.edu/SeminoleLink to begin.

5 Browse Search Engines

Search the web for links to experiential learning opportunities or employer sites, and browse professional association pages in your field of interest.

6 Visit The Career Center Library

Search through available print/online resources to research organizations and experiential learning opportunities.

7 Attend Career Fairs

Connect with employers seeking interns from FSU at one of The Career Center's 17+ events. Visit career.fsu.edu/Students/Events for a full listing.

8 Network

Everyone you know knows other people! Use the contacts you have (professors, friends, and relatives) to find leads to a position that's the right fit for you.

9 Search ProfessioNole

Find contacts in your field of interest (accessible through SeminoleLink or MyFSU). Learn more at career.fsu.edu/ProfessioNole.

10 Send Thank You Letters After an Interview or Networking Contact

Show your appreciation through follow-up.



Make the Most of Your Experience

Many make the mistake of assuming that all they have to do is show up for an internship, sit back, and relax. It's not a real job, right?

No. Your presence at work is more important to employers than you might think. They look forward to your arrival! As an intern, this is your opportunity to absorb as much as possible from this experience.

You've heard the old saying, "You only get out of it what you put into it," so make the most of your internship.

- **Dress professionally and appropriately for the position**— Remember, you are representing your university and the place you are interning for.
- **Be on time**— Try to arrive a few minutes early.
- **Set realistic personal goals**— Think about what you want to gain out of this experience.
- **Fully understand tasks**— Ask questions! Remember, there is no dumb question.
- **Pay attention to detail**— Follow through on all projects and assignments.
- **Take initiative**— Volunteer to help with a project that interests you. Don't just sit there with nothing to do.
- **Observe the office culture and exercise basic office etiquette.**
- **Be positive, friendly, enthusiastic, supportive, considerate, and respectful of others.**
- **Work hard and efficiently.**
- **Use social media to learn from other professionals.**
- **Have regular meetings with your supervisor**— Give progress reports, ask questions, ask for feedback, and define/clarify job expectations.
- **Accept and take feedback into account.**
- **Be accountable for your actions.**
- **Learn as much as you can about the industry or organization.**
- **Network, network, network!**— Focus on the quality rather than quantity of people you meet, conduct informational interviews, and find a mentor.
- **Leave on a positive note**— Meet with your supervisor and thank him/her for the opportunity to be a part of the organization, discuss any pending projects you were assigned that need additional attention, and return any company property your last day. Don't slack off or skip out early. After you have finished your internship, be sure to send a thank you letter.
- **Build your portfolio**— Get permission from your supervisor to collect any relevant projects, assignments, etc. in which you were involved to become part of your Career Portfolio. Visit portfolio.fsu.edu to begin.
- **Enjoy yourself!**





Gain Recognition For Your Experience

At FSU, you have five options for earning recognition for your internship:

1 Academic Course Credit

You may be able to earn academic course credit through your academic department that houses your major. Contact your FSU academic advisor to determine if academic credit is available for completing an internship. Please note: Academic credit is granted at the discretion of individual academic departments. Therefore, it is possible that this may not be an option available for you.

- The Center for Leadership & Social Change offers academic credit through their Non-Profit Internship Program. Visit thecenter.fsu.edu/Programs/NonProfit-Internship-Program for more information.

2 Directed Independent Study

Academic credit may be earned for an internship experience if taken as a Directed Independent Study (DIS). The amount of credit is arranged in consultation with a faculty sponsor or academic advisor. Contact your FSU academic advisor to determine if academic credit through a DIS is available for your major. Please note: Academic credit is granted at the discretion of individual academic departments. Therefore, it is possible that this may not be an option available for you.

3 Experiential Recognition Program

The Experiential Recognition Program (ERP) is a virtual non-credit (-0-) course that facilitates eligible FSU degree-seeking students the opportunity to earn transcript notation for engaging in experiential learning opportunities. FSU students must register for the ERP course during open registration windows. The ERP course is graded on the S/U system through Blackboard. Visit career.fsu.edu/erp.

4 Experiential Certificate Program

The Experiential Certificate Program (ECP) gives all FSU degree-seeking students the opportunity to earn recognition for engaging in experiential learning opportunities. Students must participate in ECP in the same semester they complete an experiential learning engagement (internship, research, leadership, or significant community engagement). Students must enroll in ECP prior to the close of the official Drop/Add period for the semester they are completing an internship. Please note: For summer semesters, this recognition program runs concurrently with summer session A. Visit career.fsu.edu/ecp.

5 Garnet & Gold Scholar Society

Document your experiences by participating in the Garnet & Gold Scholar Society! Visit garnetandgoldscholar.fsu.edu to learn more.



Experiential Learning Readiness Checklist

This guide is a simple, step-by-step strategic outline designed to assist you in looking at where you are and where you want to go. The basic purpose is to help you assess your readiness before beginning your search. Use this guide as a worksheet.

Step 1

Identify Your Motivation

- Think first about why you want this experience. Knowing why you want something will give you more staying power.

Evaluate Your Readiness— Timing is Everything! Ask Yourself:

- Which type of experiential learning position is best for me and how many should I or can I do?
- What tools do I need to land the best experience?
- What resources are available to assist me?
- What types of employers hire interns with my major or in my career field of interest?
- Can I or will I take an unpaid position?
- When should I start looking?
- What do I have to offer (skills, knowledge, and abilities)?

Assess the Benefits to Your Future

- Identify specific benefits or outcomes for participating in an experiential learning opportunity.
- How will it complement my academic studies or future career goals?

Step 2

Define Your Short-Term Goal(s)

- Goals provide direction and give shape to your dreams and aspirations. They also help set priorities and allow you to work well within a time frame.

Step 3

Create an Action Plan With Steps to Reach Your Goal!

- If you fail to plan, then you plan to fail. Be proactive about reaching your goal.
- How will you reach your goal(s)?
- What will you do to make it happen?
- What resources (print, online, or individuals) will you use in your search?

Step 4

Track Your Progress

- How are you doing so far?
- Can you see the end in sight?
- Do you need to revisit your goal or re-adjust your plan of action?

Step 5

Goal Accomplished

Come meet with us!

Study, Intern, and Work Abroad

Spending time in another country can be a rich and rewarding experience, especially when you are prepared! Consider your options carefully, and do your research before going abroad. Once you decide to live abroad, think about what kind of experiences will benefit your career goals.

Study Abroad



For many people, studying in a foreign country can be VERY rewarding! Experiencing another culture may help you grow personally and develop options for your future. Many students report a higher interest in international events, improved academic performance, and increased self-confidence following a study abroad experience.

Several options exist for FSU students to study abroad. You will want to answer the following questions to help you focus your research about potential programs:

- What time of the year would I like to go?
- How long would I like to be abroad?
- How do I behave in a foreign culture?
- What academic requirements do I wish to meet by participating?
- Do I need to know a foreign language before going?
- If I don't go on an FSU International Program, will my credits transfer?
- Do I anticipate needing to use financial aid? If so, and I plan to go on a non-FSU program, can I use my financial aid toward the program?

FSU International Programs

FSU's Office of International Programs, which has been providing study abroad programs for over 55 years, offers over 60 diverse programs in more than 20 different locations around the world, including year-round study

centers in London, England; Florence, Italy; Valencia, Spain; and Panama City, Republic of Panama. Students may choose among programs and courses that meet major degree, minor, or liberal studies requirements— or in some cases all three! All courses are taught either by Florida State on-campus faculty who have traveled to teach abroad or local experts who have been vetted and approved by the relevant FSU academic department.

Students may also pursue international internships for which they may receive academic credit. International Programs has offerings in a number of locations. Interested students may schedule a meeting with the International Programs Internship Coordinator.

For more information about how to study or intern abroad through FSU International Programs, visit International Programs on the 5th Floor of University Center Building A or online at international.fsu.edu to learn about specific programs and locations.

Some students who discover their specific needs or requirements may not be met by an FSU International Program might wish to consider other options, such as attending another U.S. university study program, participating in a U.S. organization's program, attending an American college located in a foreign country, or attending a foreign university. Remember to verify that the credits you earn abroad will transfer back to FSU. Students who need financial aid to participate will also need to address this concern early in the process to make sure this is feasible.



Did you know?

Only 1.5% of U.S.
college students study
abroad annually.



Stand out from
the crowd & enhance
your resume by studying
abroad! We offer more than 60
programs in over 20
locations, including
internships!

international.fsu.edu



Visit our office and passport facility at A5500 in the University Center
IP-info@fsu.edu • 850.644.3272 • international.fsu.edu

Connect with us @FSUIP!



FSU International Exchanges

In this era of globalization, your education may benefit from more cultural exposure than is available only on FSU's campus. The Center for Global Engagement helps develop and support international agreements between FSU and universities abroad. A large number of FSU colleges already have agreements for a reciprocal exchange with universities in Europe, Asia, South America, the Caribbean, and Australia. If you have already experienced international education or if you want more cultural immersion programs than is available through a traditional study abroad program, participating in an international exchange program can be your next step! These exchanges can apply towards international requirements for the Garnet & Gold Scholar Society (garnetandgoldscholar.fsu.edu). It can also serve as the cornerstone for those working toward the Global Pathways Certificate (global.fsu.edu/students/certificate/certificate.htm).

Students who go on these exchanges enroll and pay FSU tuition and fees, which are waived at the host university. All participants must be currently enrolled, degree-seeking students in good standing who have attended FSU for at least one semester prior to the exchange. The academic credit earned at the host institution will be counted toward the student's degree at FSU. Students receive pre-departure orientation, including information on safety and security. Learn more about exciting opportunities to go abroad by visiting global.fsu.edu/currentInternationalExchanges.htm.

Work Abroad

As an American working abroad, you will be seen as a representative of the United States and of the organization you work for. Your actions may be more closely scrutinized than if you were in a similar situation in the U.S. Familiarize yourself with cultural norms and native customs so you do not unknowingly offend the people you work and live with. Resources in The Career Center can help get you started.

A Foreign Employer

With some exceptions, your chances of being hired by a foreign-based firm are slim. Often, the employer must prove to the government that none of its fellow nationals are being denied employment because a foreign employee is being hired. As always, changing global economic and political trends can shape the availability of employment for Americans in foreign countries. Permit and visa requirements also vary among countries.

An American Employer

Americans sent abroad by their firm are usually employees who have been with the company and proven their desire. If you choose this route for obtaining international employment, remember that you may have to work in the United States before you work abroad. It is always important to gather information regarding international employment possibilities from a company prior to accepting employment. Be sure to inform your employer early on if you desire to work abroad.

The U.S. Government

Some United States government departments hire personnel to work abroad. The Foreign Service branch of the Department of State has placements in embassies and consulates worldwide. Applicants must pass one or more exams to be considered for these positions. Learn more at careers.state.gov. The Department of Defense (DOD) offers many opportunities abroad as well, including employment as a teacher, counselor, or educational specialist. The DOD (dodea.edu) hires Americans with proper credentials to be employed on military or government bases in foreign countries. Language fluency is sometimes less of a concern in these work settings, since Americans are the majority of the population.

The Peace Corps, peacecorps.gov, also provides volunteer opportunities for individuals with a wide variety of interests and geographical preferences. Representatives frequently visit the FSU campus to provide information and recruit participants during the academic year.



Non-Governmental Organizations

International organizations like the United Nations and the Red Cross can be another source of employment abroad. These organizations conduct a multitude of programs, such as UNICEF, the International Monetary Fund, and the World Health Organization. You will probably work in the same professional capacity abroad as you do in the United States. You should directly contact any organization in which you are interested to determine their current hiring needs.

Volunteering and Internships

If salary is not a concern, a work camp or service project may be a solution. A wide range of options are available, from building homes and schools to teaching basic community hygiene. You could even consider a traineeship or internship overseas. FSU's Office of International Programs has information about international internships and more on their website at international.fsu.edu.

Teach Abroad

If you are looking for a new experience abroad but are not fluent in a language other than English, you might consider teaching. Many countries seek out recent college graduates to teach English to both children and adults. While some countries require a TESOL certificate (tesol.org), many do not. Contact someone who has previously or is currently teaching English abroad and ask about his or her experience. A career advisor can help you begin the process if you are unsure of where to start!

Search On Your Own

Be sure you are particularly fluent in the native language of a country before striking out on an independent job search. A successful job hunt is more likely to occur in countries with labor shortages, in certain fields, and in developing countries with inadequate employee pools from which to draw. Keeping informed about current events and global economic and political trends will help you in your search.

Global Pathways Certificate

Have a love of travel and other cultures? Think about applying for a Global Pathways Certificate!

Visit global.fsu.edu/students/certificate/certificate.htm for more information.

What Documents Will I Need?

Many countries require working papers. In some countries, you must have a firm job offer before working papers will be issued. If possible, get your working papers before you leave the United States.

The Council on International Educational Exchange (CIEE) can help you get a work permit for a summer job in France or New Zealand or for temporary jobs year-round in England and Ireland. Work in Israel on a kibbutz may also be arranged through the CIEE, ciece.org.

You may also need a residence and/or immigration visa. Check with resources, agencies, and foreign government officials before you leave to make sure you do not become a victim of red tape once you are abroad. Also, keep in mind that governments often put restrictions and lengthy procedures on the employment of foreign nationals to protect jobs for their own citizens. Plan well in advance of your departure date! Prepare for delays and difficulties as they will occur.

Going Global: Find Work Abroad!

Going Global is an expert resource that allows you to search for work abroad with an online database, find culture-specific tips on résumés, interviews, and employment trends, and view profiles for key employers in 34 countries! Use your FSU ID and password to access Going Global as a secure application through Blackboard (campus.fsu.edu).



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GAIN EXPERIENCE

What's Your Plan?

*Create your plan to discover your options!
Map out your goals, and choose items from the Sample Activities list to begin.*

Sample Activities

- ☐ Explore opportunities with a career advisor at The Career Center.
- ☐ Get a part-time job to build your experience and skill set.
- ☐ Explore community engagement opportunities with the Center for Leadership & Social Change.
- ☐ Build your résumé by getting involved with a student organization or participating in a university research project.
- ☐ Land an internship to explore career fields and occupations.
- ☐ Participate in a study abroad or international exchange program.

SeminoleLink

Register for SeminoleLink Plus! services to view internships and part-time or full-time job opportunities that match your interests. Review the User's Guide on [page 99](#).

Career Portfolio

Use FSU's online Career Portfolio to document your experiential learning opportunities showcasing your transferable skills and relevant experiences for easy reference during interviews. To get started, follow the step-by-step User's Guide on [page 107](#).

Goal(s)

- #1 _____
- #2 _____
- #3 _____

Activity

Priority

_____	_____
_____	_____
_____	_____
_____	_____

Chapter 4

CONQUER YOUR FUTURE

Graduation is just around the corner, and it's time to look ahead! Are you off to graduate school? Do you plan to search for full-time employment? No matter your choice, it's important to start deciding early so you can find a school or employer that fits. It's time to start your transition into the world beyond Florida State!

Search for Full-Time Work

The Job Search Process

Searching for employment involves a process that can be both exciting and challenging. Each search process may be different depending on the person completing the search, the nature of the employment market at the time of the search, economic conditions, and several other factors. However, to understand the important elements of executing a job search, it can be helpful to break the process up into five general steps:



Notice how the diagram above depicts the job search process as a cycle. Movement through these steps does not always follow the same linear order, and it is possible that steps will overlap at times. Use this model as a framework to help you understand the important elements of a job search process, but know that your job searching experience is likely to be as unique as you are.

How will you conquer your future?

- ☐ Seek full-time work
- ☐ Go to graduate school
- ☐ Prepare for a second interview
- ☐ Use proper etiquette during the interview and at work
- ☐ Negotiate job offers
- ☐ Other _____

When Do I Begin to Search?

Job searching can be like a campaign: it takes time and energy to convince employers you are the right person for the job. With this in mind, it is helpful to try and begin your search with enough time to feel comfortable that you are attending to each part of the process. Below are some thoughts and feelings you may notice that could indicate it is time to begin searching for a job:



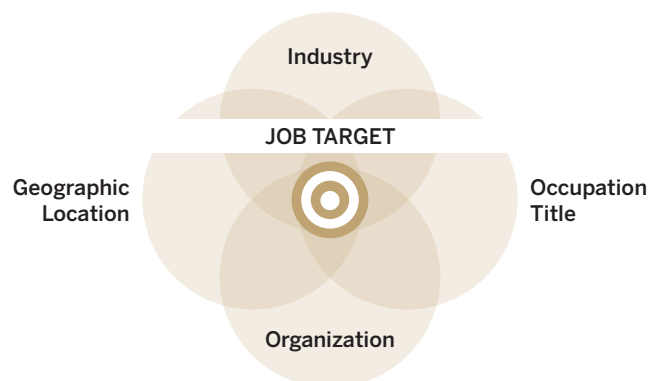
There really is no right or wrong time to start searching for positions. However, there are several steps involved in preparing for and executing a job search. It could easily be two to four months (or more) from the time you apply to when you are hired and begin your job. Below is a sample hiring timeline from an employer's perspective to highlight how time consuming the hiring process alone can be.

Steps Involved in Hiring	Timeline
Position posted	2-4 weeks (or more)
1st round interviews	2-4 weeks (or more)
2nd round interviews	2-4 weeks (or more)
HIRED!	
Start position	2-4 weeks (or more)
Total Time = 8-16 weeks!	

Developing Job Targets

As you get started, it can be helpful to develop job targets to guide your search. Keep your values, interests, and skills in mind as you create your targets. You might find it useful to write down the factors that are most critical to you in potential jobs. For some this might be a type of field or industry, a specific occupation, a preferred location, or a combination of things.

For example, you may want to stay in Florida and work in the field of finance. In this situation, your target is to find finance organizations in Florida which you are interested in and which offer a good fit. Consider the sample below. The job target is the intersection of an individual's most important factors.



You can have multiple job targets to expand your job search, but the purpose of a job target is to focus a search for better use of time and energy, so it is best to be intentional and specific. Consider narrowing your job targets enough so you can focus energy on finding the positions in which you are most interested. For additional help developing job targets, visit The Career Center or ask a career advisor for a copy of the "Guide to Good Decision Making Exercise."

Organizing Your Search

When you have identified your job targets, you may have more focused ideas for the kinds of employment options you would like to pursue. Now it is time to begin thinking about organizing your search.

Job Search Methods

Job seekers need to utilize multiple methods to locate available positions for optimal results. While Internet job searching is a common and helpful way to locate certain available job openings, many open positions are located in what is called the hidden job market and will not show up in an Internet search. The hidden job market refers to positions that are rarely advertised online, in newspapers, or anywhere else in print. They may not even be real positions yet, but rather an area within an organization with the potential to create a new position if the need arises and the right candidates present themselves. To find these positions, it is essential to create, maintain, and actively utilize a network of personal and professional contacts as part of your job search.

Below is a table highlighting three major job searching methods and sample tools for use in the job search. Use this information to assist you in developing goals and objectives for executing your search. If you require assistance in organizing your search methods, visit The Career Center and speak to a career advisor.

Job Search Tools	Find Job Opportunity Listings	Identify/Connect with Employers	Find/Use Networking Contacts
FSU SeminoleLink	✓	✓	✓
Professional Association Websites	✓	✓	✓
Organization Websites	✓	✓	✓
Social Networking Websites	✓	✓	✓
Online Search Engines	✓		
FSU ProffessioNole		✓	✓
Personal Networks		✓	✓
Information Interviewing		✓	✓
Attending Career-Related Events		✓	✓

Networking

The term network, when used in a professional context, refers to those individuals with whom you have relationships that are personal, professional, or both. Networking is a term used to describe the process of creating, building, and maintaining these relationships. Networking can involve interactions with others in-person and/or online through professional social media applications (such as [LinkedIn.com](https://www.linkedin.com)). When searching for a job in a hidden job market, networking is the primary way opportunities are found and secured. One of the best ways to get started networking is to develop a personal elevator speech: a 30-second or less speech you deliver when meeting a contact for the first time. For more information about how to create and use an elevator speech, see the "Preparing for a Career Fair" guide at career.fsu.edu/Resources/Career-Guides. For help developing your networking skills and strategies, visit The Career Center and speak to a career advisor.

Prioritizing Options

Once you have organized your job search, you may want to prioritize your options. A good place to start this process is to consider your values and how each opportunity aligns with these.

To help you do this, first make a list of all the organizations/positions to which you are applying. Then, rank them from the option you would prefer most to the option you would prefer least. Focus on your top five options; these should get most of your time and energy as you search. For the remainder of the list, spend less time focusing on applications and do more basic research to refine your understanding of the option and find possible networking or position openings. To find people working for a specific organization of interest, explore ProffessioNole, SeminoleLink, and CareerShift via career.fsu.edu.

Prioritize Your Options	
1.	_____
2.	_____
3.	_____
4.	_____
5.	_____

Applying and Interviewing

Now that you understand aspects of the job search, it is important to explore tips and tools for presenting yourself effectively during the application and interviewing process. Create a list of potential employers, position titles, and industries you have targeted. Reflect on the job search methods discussed earlier to ensure you are tapping into all of your resources for finding open opportunities. For information about finding and making initial contact with employers, review the "Researching Potential Employers" guide at career.fsu.edu/Resources/Career-Guides.

Get Organized

As you continue to research and begin applying to positions, you may want to create a system for keeping track of your research findings, application materials, and correspondence with employers/networking contacts. One example might be to keep file folders labeled with organization names. You could then place sub-folders into the organization files for each position you apply to at that organization. There is no one system that is better than another. Just choose a method that will work best for you.

Application Materials

The job search involves many moving pieces, but some view application materials as one of the most critical components of a successful job search. For most job opportunities, employers will request a variety of application materials, depending on your industry and job target. You will want to prepare a strong résumé and cover letter that can be tailored based on positions you are applying for, and speak with professionals in your field to inquire about other materials you might need to develop (i.e., portfolio, writing sample, teaching philosophy).

Most importantly, have your materials critiqued! Stop by The Career Center to have a career advisor provide you with feedback on your application materials. For more information, review the “Writing a Résumé,” “Writing Effective Cover Letters,” or other related guides at career.fsu.edu/Resources/Career-Guides.

Interviewing

Once you have developed your application materials and applied to opportunities, you might receive an invitation (or several!) to interview. Preparation for the interview is essential. There are a variety of interview formats (i.e., Skype, panel, group, etc.) and questioning styles used by employers that are helpful to review prior to your interview. Practice your interviewing skills through The Career Center’s Mock Interview Program or review the guides on interview preparation at career.fsu.edu/Resources/Career-Guides.

Follow Up!

Many employers are extremely busy and see many résumés, so they may not always respond to every applicant. Remain courteous, but do not be afraid to follow up with employers regarding the status of your application or interview. Speak with a career advisor to discuss strategies on following up effectively.

Be Persistent

Remaining persistent in the face of rejection is an important component in the process. It is possible that you will not be offered the first position to which you apply, but keep going! Rejection is a learning opportunity that makes you stronger and better for your next experience.

Don't let a couple of NO's keep you from your YES!

No	No	No	No
No	No	No	No
No	No	No	YES!

Reflecting On and Evaluating the Process

Spend some time reflecting on your job search by asking yourself the following questions:

- How much time each week am I actually spending on job search activities?
- Am I applying to positions within my desired job targets?
- Am I developing a network of contacts?
- When I send résumés and cover letters, are they tailored to the position/employer?
- Have I looked for and exhausted all possible job leads?
- Am I using multiple creative methods to job search?

After evaluating your current job search strategies, you might find you will need to jump backwards or forwards in the process. For instance, if you have not been tailoring your cover letters to specific positions, it would be helpful to incorporate this change and have your cover letters critiqued again. Taking the time to reflect and learn from your experiences strengthens your current and future job search.



Networking Guide and Tips

Purpose of Networking

- To obtain the name of the organization(s) that may be looking for someone with your skills.
- To acquire names of other people whom you might contact and build relationships.

New Contacts

- Introduce yourself and shake hands.
- Mention your referral (if applicable).
- Briefly describe your background and job search objective.
- Clarify that you are not asking for a job but rather seeking information about how to approach the specific industry.
- If not possible to arrange a meeting, request for a few minutes on the phone.

Tips on What to Say/Do

- Talk about your background/type of job you are seeking.
- Provide the recruiter copies of your résumé.
- Discuss tips on how to make yourself stand out in your career field.
- Ask for advice about their work and how they landed a job in their field.
- Ask if they are aware of any related job openings.
- Ask for introductions to such people or for permission to use their name when contacting these people.
- Obtain names of people who may know of openings or are knowledgeable about your career field.

Pointers

- Ask for a business card.
- Take notes while speaking to them to help you follow up with the employer.
- Be considerate of your contact's time.
- Always send thank you notes or emails to follow up.
- Nurture your contact list to maintain the contacts you made.
- Connect with potential contacts through LinkedIn or Professionle.



Job Searching as an International Student

International students can face unique challenges in the job search process. An effective approach requires knowledge of benefits and restrictions of your particular status. Consult advisors, faculty, friends, international student advisors, career advisors, and foreign alumni in your job search.

The Career Center offers many resources for international students, including lists of foreign firms operating in the United States, databases of employers who have previously hired international students, and services such as résumé critiques and mock interviews.

More information can be found in the "Job Search for International Students" guide at career.fsu.edu/Resources/Career-Guides.

SeminoleLink Plus!

Search for internships and part-time or full-time jobs, and schedule on- and off-campus interviews with a variety of employers.

See [page 99](#) for more information.



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Attend Career Fairs

Each fall and spring semester, The Career Center hosts and supports several career fairs. These events offer a chance for you to speak with employers about career opportunities and present your qualifications for positions.

During fairs, employers look for professional, articulate, and career-directed candidates to fill part-time, full-time, or internship positions. Therefore, you should present yourself as you would at an interview.

Follow the tips below to make the most out of your career fair experience:

- Bring several copies of your résumé (see [page 20](#)).
- Dress as you would for an interview! Make a positive and lasting first impression ([page 40](#)).
- Prior to the fair, view organizations that plan to attend at career.fsu.edu/Students/Events. If you come prepared, you will have more time to focus on representatives from organizations of interest.
- Introduce yourself to employers in a positive and confident manner. Offer a firm handshake and state your name, major, and the year you graduate.
- Discuss your professional interests with the recruiter. This can include learning more about the organization and its opportunities or a particular position or job within the organization.
- Give the representative a résumé and be ready to discuss your background, qualifications, and career goals. Ask for the most appropriate way to apply for a position.
- Think of questions you want answered and take notes on what you learn. Questions include:

What are common career paths within your organization?

What is the training program for hires?

What qualities do successful candidates possess in this organization?



Fall 2015

- **PART-TIME JOB FAIR**
Thursday, August 27, 2015
Oglesby Union Ballrooms
10 a.m. - 2 p.m.
- **ENGINEERING DAY**
Tuesday, September 15, 2015
FAMU-FSU College of Engineering
9 a.m. - 3 p.m.
- **STUDENT VETERANS NETWORKING NIGHT**
Wednesday, September 16, 2015
Alumni Center Grand Ballroom
4 - 5:30 p.m.
- **SEMINOLE FUTURES (All Majors Fair)**
Thursday, September 17, 2015
Donald L. Tucker Civic Center
9 a.m. - 12 p.m. and 1 - 4 p.m.
- **LAW SCHOOL FAIR**
Monday, October 12, 2015
Oglesby Union Courtyard
10 a.m. - 2 p.m.
- **GRADUATE SCHOOL FAIR**
Tuesday, October 13, 2015
Oglesby Union Courtyard
10 a.m. - 2 p.m.
- **CRIMINOLOGY INTERNSHIP FAIR**
Wednesday, October 28, 2015
Dunlap Success Center Rooms 2201 & 2202
2 - 4 p.m.

Spring 2016

- **PART-TIME JOB FAIR**
Wednesday, January 13, 2016
Oglesby Union Ballrooms
10 a.m. - 2 p.m.
- **ENGINEERING DAY**
Tuesday, January 26, 2016
FAMU-FSU College of Engineering
9 a.m. - 3 p.m.
- **SEMINOLE SUCCESS NIGHT**
Wednesday, January 27, 2016
Alumni Center Grand Ballroom
7 - 8:30 p.m.
- **SEMINOLE FUTURES (All Majors Fair)**
Thursday, January 28, 2016
Donald L. Tucker Civic Center
9 a.m. - 12 p.m. and 1 - 4 p.m.
- **GOVERNMENT & SOCIAL SERVICES FAIR**
TBD
- **EDUCATION & LIBRARY CAREER FAIR**
Wednesday, April 27, 2016
Oglesby Union Ballrooms
12 - 4 p.m.

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Go to Graduate School

Why Go to Graduate or Professional School?

Attending graduate or professional school may be different from your experience as an undergraduate student. It is recommended that you thoughtfully consider your reasons for wanting to attend graduate school, just as you would when deciding on an undergraduate degree or program. Some common reasons for pursuing graduate education include:

- Satisfying intellectual curiosity
- Seeking employment in the academic environment
- Preparing/positioning for career advancement
- Specializing in a particular area of interest
- Adding depth to academic background

Things to consider while making the decision:

- Are you confident enough in your decision to make the necessary commitment in time, effort, and resources?
- Will this advanced degree lead you to where you want to be professionally or personally?
- How will attending graduate school affect your family or relationships?
- How will you finance it?
- Do the programs require or recommend related experience before entry?
- What is your timeline for attending? Have you reviewed program deadlines for entry?



What Degrees are Available?

Master's Degree

(M.S., M.A., M.Ed., M.B.A., M.M., M.F.A., M.S.W., etc.)

- **Course-type program:** Students complete a required program of study.
- **Comprehensive exam program:** A student is required to complete coursework before passing an exam.
- **Thesis-type program:** Students complete required coursework and must submit a thesis (original piece of research).
- **Proficiency program requirements:** Many of the creative disciplines (music, dance, theatre, art) offer programs requiring the student to demonstrate proficiency to graduate.

Specialist and Advanced Master's Degree

(Ed.S., Adv.M.)

- Entail studying beyond the master's degree but less extensive than the doctoral degree. They are most often offered in education.

Professional Degree

(J.D., M.D., D.V.M., Pharm.D., D.D.S., D.M.D., etc.)

- These degrees are awarded upon completion of a program of study that prepares individuals to enter certain professions. Though the degree may contain the term doctor, a professional degree is the initial degree awarded in that area. Master's degrees and Ph.D.s may be available in conjunction with the professional degree.

Doctoral Degree

(Ph.D., Ed.D., D.M., Psy.D., etc.)

- These are the highest degrees awarded. In addition to completion of an academic program of study and a comprehensive exam, the majority require a dissertation (a significant work of original research).

Post Doctorate

- These are not degrees but simply advanced study, research, or training in a particular area.

How Do I Choose My School or Program?

If possible, start early to give yourself a year or more to explore and choose.

Research Possible Programs

Identify programs in your chosen field. There are helpful resources available in The Career Center Library, including reference books such as:

- Peterson's Guides to Graduate and Professional Study
- The Official GRE/CGS Directory of Graduate Programs
- Edition XII Worldwide Directories of Postgraduate Studies

Noteworthy websites to check include:

- GradSchools.com
- GraduateGuide.com
- Petersons.com/GradChannel

Make sure to:

- Contact departments directly for materials describing the department, programs, and courses in detail.
- Get copies of the university bulletins/catalogs.
- Check with your department or academic advisor.
- Review institutional and departmental webpages.

Determine Accreditation

Rankings are one aspect to consider when evaluating grad programs. However, it is perhaps more important to consider accreditation, a designation given to a program that has met standards set by a third party organization. For example, the American Psychological Association sets standards and provides accreditation for graduate programs in counseling and clinical psychology.

Accreditation can be linked to many issues, such as obtaining financial aid, professional credibility, and certifications or licenses. Visit the Council for Higher Education Accreditation at chea.org to learn more about the accreditation of programs you are considering.

Check Program Rankings

- Research current events in your field. What are the issues and who is writing about them? Are the programs you are considering active in these areas?
- Ask your professors and advisors what they know about the programs you are considering.
- Consult resources that review and evaluate programs. Some you might want to consult include:
 - ☐ The Gourman Reports (several volumes that review programs in different graduate areas)
 - ☐ National Research Council Research—Doctorate Program Rankings
 - ☐ U.S. News & World Report Graduate School Rankings

Law School Fair

Monday, October 12, 2015

Oglesby Union Courtyard | 10 a.m. - 2 p.m.

Graduate School Fair

Tuesday, October 13, 2015

Oglesby Union Courtyard | 10 a.m. - 2 p.m.

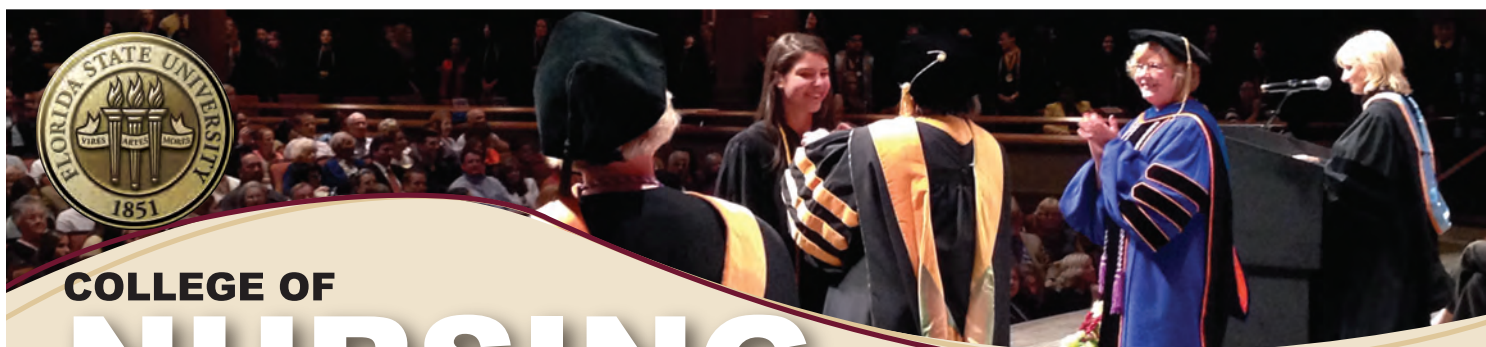
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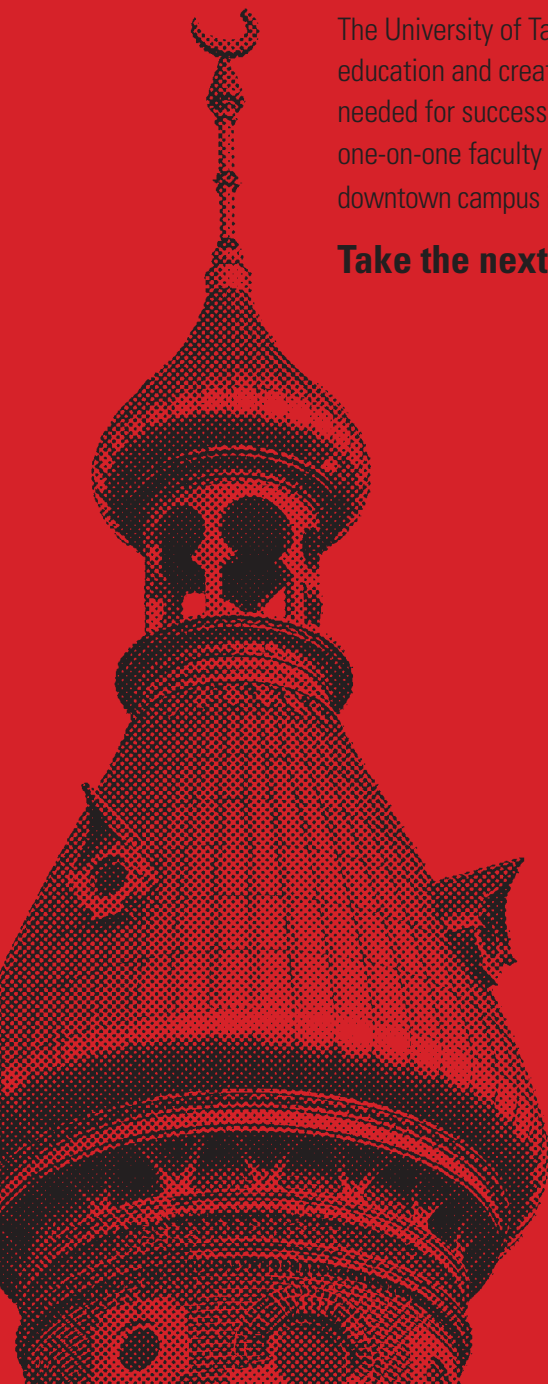
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- SAP training prepares students for certification

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- Two nurse practitioner concentrations: family and adult/gerontology
- Affiliations with more than 120 clinical agencies and practices

Exercise and Nutrition Science

- Conduct research in UT's cutting-edge human performance labs
- Prepare for Certified Sports Nutritionist and Conditioning Specialist exams

Education

- Develop highly marketable skills in instructional design and technology
- Qualify for higher pay rates and administrative roles

Creative Writing

- Learn from award-winning faculty mentors and visiting writers
- Attend two 10-day sessions held on campus each year

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M.S. in Nursing | M.S. in Exercise and Nutrition Science
M.S. in Instructional Design and Technology | M.S. in Education | MFA in Creative Writing

Choose Where to Apply

After completing your research, select the programs you will actually apply to. Most prospective graduate students will apply to several programs, ranging from an ideal choice to a back-up. Create a chart of deadlines, fees, and contacts to help you keep track of this information. Begin the application process at least one year before you plan to enter your graduate program!

Consider how compatible the department or program is with your goals. A visit to the program is often the only way to see if the program is the right fit. Ask yourself:

- **What is the cost of the degree?** What forms of assistance are available? Are there assistantships, fellowships, scholarships, or other forms of institutional awards available that would help meet your expenses?
- **What is the quality of the program?** To determine this, you will need to know if the department is accredited by an appropriate entity, if faculty are publishing in your area of interest, if any faculty have been recognized with honors in their field, and how recent graduates are employed.
- **What other features of the program are important?** This will depend a lot on your situation but may include program length, time classes are offered, entering and actual class size, and program requirements (comprehensive exam or thesis/dissertation).
- **What is the culture of the program?** Is it research- or application-centered? Are the faculty members active in their field and do they involve students in their professional endeavors? How do faculty, staff, and students get along with one another? The best way to answer these questions is to visit the program, speak with faculty and students, sit in on classes, and observe.
- **How do you compare to those admitted?** In other words, how do you stack up against the competition? What are your chances?
- **Will the program lead to a license or certification?** If you are entering a field where a licensure or certification is required, will the completion of the program meet the necessary requirements?

How Should I Apply

Call the department office or check the program's website for necessary application materials prior to or early in the year before you plan to complete your graduate studies.

Complete the application forms exactly as instructed. Referring the recipient to your résumé or CV is not normally appreciated.

What Should Be In My Personal Statement

A personal statement may be requested to assess your interest in the program or field and your ability to write clearly and correctly. For additional information, read the "Writing Personal Statements" guide at career.fsu.edu/Resources/Career-Guides.

Personal statements often include:

- Information about yourself.
- When and how you became interested in the field.
- What you have learned from experiences related to the field (employment, volunteer activities, research).
- Your career goals.
- Explanations of gaps/oddities.
- If you have overcome any unusual obstacles.
- What personal characteristics (integrity, persistence) or special skills (leadership, writing) you have that would enhance your prospects for success in this program or field.
- Why you are interested in the particular program; anything else that makes you a strong applicant.

Admission Exams

The majority of graduate programs require exams as part of the admission process. The test you need depends on the field you plan to enter. Commonly required exams include:

- **DAT** (Dental Admission Test); Most dental schools ada.org/dat.aspx
- **GMAT** (Graduate Management Admission Test); Most graduate programs in business mba.com
- **LSAT** (Law School Admission Test); Law schools lsac.org
- **MCAT** (Medical College Admission Test); Most medical schools aamc.org/students/applying/mcat
- **GRE** (Graduate Record Examination); Most other programs ets.org/gre
- **MAT** (Miller Analogies Test); Used by some graduate schools milleranalogies.com

Plan to take these exams early! Scores generally stay current for five years.

Letters of Recommendation

Most graduate and professional programs require you to submit letters of recommendation from people in a position who can speak about your qualifications. They may specify the types of recommendations that must be submitted, including academic, personal, and employment. Some programs will ask that detailed forms be submitted, and others will ask for individualized letters.

In general, you should check the program's requirements for recommendations before asking anyone. Determine the type of recommendations requested and the format (usually a form or letter) they must follow.

Always ask permission before listing someone as a reference, and send a written request for the recommendation to each person.

At least two weeks before the due date, provide each reference with:

- A copy of your résumé/CV and any other information you feel is relevant.
- The forms or guidelines that outline exactly what is expected in the recommendation.
- The deadline by which the recommendation must be received.
- Correctly addressed, stamped envelope or information on how to submit electronically.

Remember to send a note of thanks to each person writing a letter!

How Can I Finance My Degree?

Ideally, you should begin researching sources of financial support early in the application process because many funding organizations have applications due in the fall for the following year.

Types of Assistance

- **Fellowships:** Prestigious awards, often quite substantial. They are competitive, based on academic achievement, and do not usually require work. Learn more at FSU's Office of National Fellowships, onf.fsu.edu.
- **Assistantships:** Paid, part-time employment that may include full or partial tuition waiver (often the out-of-state portion of tuition). Those with this award often teach, conduct research, or work in student affairs.

- **Loans:** Low-interest loans are available to most graduate students. Contact the institution's Office of Financial Aid for more information.
- **Grants and Scholarships:** As gifts of money, they do not require work or repayment but occasionally are designated for a specific purpose. For instance, science organizations may award a grant for a specific student research project.

For More Information

- Call the Federal Student Aid Information Center at 800.433.3243.
- Check the financial aid section of Career Key, in The Career Center Library.
- Visit the FSU Graduate School's website at gradschool.fsu.edu.
- FSU Financial Aid: financialaid.fsu.edu
- Student Loans: estudentloan.com
- FinAid: finaid.org

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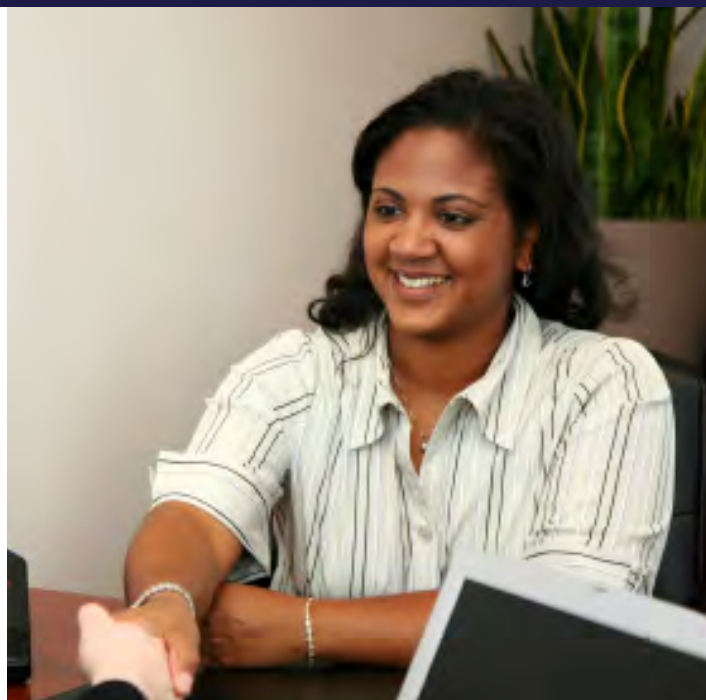


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Prepare for Your Second Interview

The second interview is a chance for you and your potential employer to determine how you will fit in the organization. Read on for tips to ensure that you put your best foot forward!

Characteristics of a Second Interview



Purpose

The second or on-site interview is usually the final step in the interview process and the final step in obtaining a job offer.

- **Employer's Goals:** To identify your unique qualities. During the first interview, employers try to identify many general qualities important to their organization. In the second interview, employers try to determine if you have specific qualities they want in a new employee. Employers also want to see how others in the organization respond to you and if you are a good fit in their culture.
- **Your Goal:** To decide if you want to work with this organization. The second interview provides you with the opportunity to view the facilities, meet employees of the organization, possibly see the community, and determine whether or not you want to work for this organization.

A Typical Interview Day

Some interview visits begin with a dinner or reception the night prior to the actual interview. Interviews usually begin the following morning at 8:30 or 9 a.m., although some may begin with breakfast as early as 7:30. Most interview visits end at 5 p.m.

Organizations typically pick up candidates before 8 a.m. and deliver them to the airport in the evening. Little, if any, free time can be expected, as even lunch may be reserved for interviews. If offered breaks to freshen up, take advantage of this time to go to the restroom, if for no other reason than to take a break from this intensive process.

Upon arrival, you will usually meet with someone from the human resources department, or in some settings, a person on the search committee. They will likely outline the day's activities and answer any questions you have about the organization and what will occur during your visit. Throughout the day, they may discuss salary and benefits, employment guidelines, and reimbursement of expenses.

You may have private interviews with four or more individuals, including managers, executives, department heads, alumni from your school, and new trainees. The employer will probably give you a tour of the facilities. If a tour is not scheduled, try to ask for one if time permits.

Types of Second Interviews

There are several types, but most will usually fall under these categories:

1 Structured Interviews

The interviewers have specific criteria they use to assess you. For example, one person may ask questions to determine your work ethic, technical skills, computer skills, or sales ability. Another person may only ask you about your educational background or your work experience.

The key to doing well in a structured interview is to identify the specific quality or skill that is being assessed and direct all your answers to information about that area.

2 Unstructured Interviews

In an unstructured interview, the interviewer makes a broad evaluation. All interviewers may ask similar questions, but make sure to treat each interviewer with equal importance. Answering the same question repeatedly can become tedious, but try not to let it show.

For example, “Why should I hire you?” Express to your immediate supervisor that you have the necessary skills to get the job done, as this person’s goals would be focused on how efficiently you can do the job. The president of an organization, however, may be looking at your potential for retention and advancement.

The key to doing well in an unstructured interview is to identify the interviewer’s goals and to answer their questions accordingly.

3 Panel Interviews

You may have a second interview that is conducted as a panel. This interview could be either structured or unstructured. Remember to bring plenty of résumés for everyone on the panel.

One tactic to doing well in a panel interview is to make eye contact with every panelist, while remembering that the person who asked the question should still have the answer addressed to him or her.

Prepare for the Second Interview

It is important that you are fully prepared when you attend an interview.

Research the Employer

Candidates who are prepared for the upcoming schedule, know what to expect, and have knowledge of the organization and its industry stand a greater chance of success than candidates who do not do the necessary, relevant research.

- Ask the first round interviewers to send you any additional information that you should know about the job, the organization, the department you would work for, and anything else they think is important to review before your visit.
- Check the web for timely articles or information about the organization or industry. Several FSU Library databases, including ABI/Inform, Business Index, Business NewsBank, Investext Plus, Lexis-Nexis, Standard & Poor’s Net Advantage, and Wilson’s Business Abstracts can help you identify articles and other employer information from varied sources. They can be found at lib.fsu.edu/find-database.
- Use articles and other information to review the organization’s operations, products or services, and management structure.

Prepare Questions to Ask Your Interviewers

Questions show enthusiasm about working for the employer. This is the time to learn more about the organization. Remember, you also are interviewing to see if this position is right for you. The list below suggests topics to cover:

- Request a complete job description.
- Find out who will supervise you.
- Ask what you will be expected to accomplish in the first six months.
- Ask about support for professional development and training.
- Ask about the organization’s philosophy and management style.
- Find out about employee turnover and/or how economic conditions have affected the organization.
- Ask about the timeline for filling the position.

Obtain an Itinerary in Advance

It is important to know the schedule of the day's activities, including the names and titles of the interviewers. If possible, obtain biographical information about your interviewer. Many organizations post staff profiles on their website. Think about the goals of the interviewers in relation to their responsibilities, and respond to their questions accordingly.

Review Your First Interview

Review your notes from the first interview. Prepare your responses to effectively address these issues and questions.

- What were the most important candidate qualifications?
- What objectives did the employer want to meet?
- Did you have trouble answering any questions?

Interview Trip Logistics

Travel Arrangements

You may be asked to make your own arrangements, or the organization may coordinate it for you.

Car Rental

If you rent a car, you will need your driver's license and a major credit card. Some agencies require you be at least 21; others set the minimum age at 25. Call in advance to obtain this information.

Lodging

If you arrive the day before your interview, ask if the organization will be making arrangements for your lodging. Check which expenses are prepaid and which will be reimbursed. If you are driving to the interview, make sure you have enough time and confirm parking options.

Miscellaneous Expenses

Use a credit card to handle unexpected expenses and cash for incidentals (tips, cab, etc.).

Reimbursement for Expenses

If the organization has not stated they will pay expenses, ask them in advance so you know what to expect. On your trip, maintain an accurate record and keep receipts for all expenses.

Day of the Interview

- Arrive 10-15 minutes early, and always allow for extra time for your first visit to the employer site.
- Dress professionally.
- Be enthusiastic at the interview.
- Remember to take notes when appropriate and write down names and titles of people you speak with, recording important points.
- Ask for the interviewers' business cards to refer to when writing thank you notes.
- Demonstrate good dining etiquette and conversational skills if meals and social events are part of the interview. Employers view this as an opportunity to see how well you fit with their current mix of employees. See [page 89](#) for tips on business etiquette.
- Observe the work environment. Take the time to get a feel for the corporate culture so you can decide whether it is the type of environment you would feel comfortable working in.
- Clarify the next step in the employer's decision-making process. If you receive a verbal offer, ask for a written offer as well. While you want to thank the employer, never accept a verbal offer on the spot. Instead, be prepared to give them a date by which you will inform them of your decision. See [page 93](#) for tips on negotiating job offers.

After the Interview

Follow-Up Letter

After the visit, send letters, separate from the expense voucher, to the human resources manager, the person you would work for, the head of the search committee, and anyone else who interviewed you. Reiterate your interest in the job, and stress positive qualities that you have to offer the organization. See [page 48](#).

The Job Offer

If a verbal offer is made, you may receive a phone call anywhere from two days to three weeks after the interview. In non-business settings, it may be longer.

No Job Offer

If you don't receive a job offer, stay positive! Reflect on your interview experience. What did you do right? What areas could you have improved?

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Use Proper Etiquette

Good business etiquette is essential at every phase in your career. Keep this advice in mind to make a great impression during the interview process, in the workplace, and as you advance in your field.

What is Etiquette?

Etiquette is respect, good manners, and good behavior. It is not just each of these things, but it is all of these things rolled into one. More and more, proper business etiquette is viewed as an important part of making a good impression. These visible signals are essential to your professional success. We will focus on five elements of business etiquette: work, social, dining, correspondence, and telephone.

Work Etiquette

The following principles can be utilized by office employees to show proper etiquette.

- Be timely. Arrive to work and meetings on time. Complete work assignments on time.
- Be polite, pleasant, and courteous.
- Learn office politics. Pay attention to the way things are done and appropriate office behavior.
- Appear professional and well-groomed. Dress for your next promotion or job.



- Understand the chain of command and demonstrate respect for management. To help with this, consider these four common expectations:
 1. The “boss” is your superior and maintains final judgment and/or approval of work decisions. Employees are expected to defer to the “boss” or management.
 2. Keep management informed. Transparent communication allows you to be sure you are taking the correct actions in your work. Do not overstep boundaries.
 3. Observe a chain of command and how information is expected to move through the organization. Employees should avoid “going over the head” of a manager without informing them as this can cause both social and professional rifts.
 4. Remember that what you do and say reflects upon your manager. Employees are expected to work and behave in such a way that their managers are reflected upon positively.
- Adopt a can-do attitude. Those who accept challenges and display creativity are valuable.
- Be flexible. By remaining flexible and implementing change, you gain a reputation as a cooperative employee.
- Give credit to everyone who made a contribution to a project or event.
- Do not differentiate people by position or standing in a company.



Social Etiquette

When meeting people, both nonverbal and verbal behavior help to define your social skills. Using effective handshakes, maintaining eye contact, and making the proper introductions show good business etiquette.

Handshakes are vital in social situations.

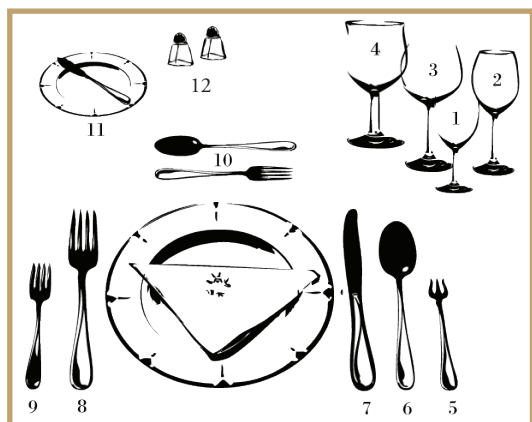
- Develop a comfortable handshake and keep it consistent.
- Handshakes should not be forceful or limp.
- Make a solid connection with the web of skin between the thumb and the forefinger.
- The host or person with the most authority usually initiates the handshake.

Eye contact is critical when meeting people.

- Eye contact increases trust, shows respect for the person and business situation, and shows confidence and good interpersonal skills.

Proper introductions help establish a connection when meeting people.

- Authority defines whose name is said first. Say the name of the most important person first and then the name of the person being introduced. "Ms. Client, I'd like you to meet Mr. Colleague" or "Mr. Boss, I'd like you to meet my husband, John."
- Introduce people in the following order: younger to older, non-official to official, junior executive to senior executive, colleague to customer.
- Keep the introduction basic.
- Remember names for future reference.
- Provide some information about the people you are introducing to clarify your relationship with that person.
- Always carry business cards.
- Keep written notes on people in order to follow up, both personally and professionally.



Dining Etiquette

In today's world, business is often conducted at the dinner table. Whether at home or in a restaurant, it is important to have complete understanding of how to conduct yourself. You can reduce dining anxiety by following these simple guidelines:

- When possible, let the host take the lead.
- Ask for suggestions if you are unsure of what to do.
- Do not order the most or least expensive menu items.
- Avoid sloppy or hard-to-eat foods.
- Avoid alcohol, even if others drink.
- Always pass to the right. It is acceptable to pass to your immediate left if you are the closest to the item requested.
- Always pass the salt and pepper together.
- Choose the correct silverware. Knowing the formal table setting allows you to focus on the conversation, rather than which utensil to use.

Napkin Etiquette

- Place the napkin in your lap immediately after seated.
- Do not shake it open. Place the fold of a large napkin toward your waist.
- If you must leave the table during the meal, put the napkin on your chair or to the left of your plate.
- When finished, place the napkin to the right of the plate.

The Basic Table Setting

- Eating utensils are used from the outside in. Dessert forks/spoons are placed at the top of the plate.
- Everything to the right you drink, to the left you eat.
- When you don't know what to do, watch your host.
- When finished, leave your plate where it is. Do not push it away from you. Lay your fork and knife diagonally across the plate and side-by-side, placing them as if pointing to the numbers 10 and 4 on a clock face. Place the sharp edge of the knife facing you.

- | | | |
|---------------------|-----------------|-----------------------------|
| 1. Sherry Glass | 5. Seafood Fork | 9. Salad Fork |
| 2. White Wine Glass | 6. Soup Spoon | 10. Dessert Fork |
| 3. Red Wine Glass | 7. Dinner Knife | 11. Butter Plate and Knife |
| 4. Water Goblet | 8. Dinner Fork | 12. Salt and Pepper Shakers |

Eat Properly

- Begin eating only after everyone has been served.
- Bread and rolls should be broken into small pieces. Butter only one or two bites at a time. Butter should be taken from the butter dish and placed on the bread plate, not directly on the bread.
- Bring food to your mouth, not your mouth to the food.
- Chew with your mouth closed.
- Do not talk with your mouth full.
- Take small bites so you can carry on a conversation without long delays for chewing or swallowing.
- Cut food one piece at a time.
- Always scoop soup away from you.
- Do not leave your spoon in the cup. Use the saucer or plate instead.
- Taste before seasoning.
- Do not use a toothpick or apply makeup at the table.
- If food spills off your plate, pick it up with your silverware and place it on the edge of your plate.
- Never spit a piece of food into your napkin. Remove the food from your mouth using the same utensil it went in with. Place the offending piece of food on the edge of your plate. Fish bones or seeds may be removed with your fingers.

Correspondence Etiquette

Whether you have just met someone or have known the person for some time, it is important to send follow-up correspondence after meetings.

Thank You Etiquette

- Write a follow-up/thank you letter within 48 hours. See [page 48](#).
- Whether a handwritten note or formal letter, always follow guidelines for writing effective business letters. See [page 32](#).
- Women should be addressed as “Ms.” regardless of marital status.
- Do not forget to sign your letter.
- Always proof for typos and misspellings.

Email Etiquette

- Email is appropriate to use but NEVER use all caps and watch for typos.
- Always include a meaningful subject line in your message.
- Use correct grammar and spelling.
- Use a signature if you can. Make sure it identifies who you are and includes alternate means of contacting you (email, phone, and fax numbers are useful).
- Use active words.
- Use proper sentence structure.
- Avoid long sentences; be concise and to the point.

Telephone Etiquette

When speaking on the telephone, proper etiquette is just as important as when you meet someone in person. Like face-to-face interactions, how you behave on the phone tells others much about you.

- Do not keep someone on hold for more than 30 seconds.
- Always try to return calls on the same day.
- Always leave your phone number if you ask for someone to call you back.
- Make sure your voicemail works.
- Keep business conversations to the point.
- Maintain a phone log to refer back to for valuable information.
- Active listening is essential, whether in person or on the phone.

Cell Phone Etiquette at Work

When at work, your personal cell phone can have a negative impact on how you are viewed. By following some simple rules of cell phone etiquette, you will maintain your professionalism.

- Turn your cell phone ringer off or at least to vibrate.
- Do NOT answer your phone while meeting with someone or take your phone to a meeting.
- Let calls go to voicemail, unless expected and important.
- Return voicemails and use your personal phone in a private place (not at your desk).
- Inform others when you are expecting a very important call that you will need to take prior to a meeting.

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Negotiate Job Offers

Once you have received a job offer, you have more “power” than at any other time in the interviewing process. Aside from the main goal of making the right decision, much can be gained or lost from the way you negotiate your offer.

Characteristics of Receiving a Job Offer



Time

An offer can arrive anywhere from one day to six weeks after your second or third interview. Occasionally, employers will give you the offer at the final interview.

Impressions Still Count

Continue to make a good impression when the offer arrives. Let employers know that you are pleased to receive an offer, but do not announce to your roommate that you got the job! On the other hand, do not make a negative impression with employers by telling them how many other offers you have received.

Recognize the Uniqueness of Each Negotiation

Sometimes you will have skills to offer employers which are in high demand. Negotiation will be easier in this situation. At other times, your offer is one of many with other candidates waiting in the wings if you do not accept the offer. The economy and labor market can determine whether your offer is negotiable or not. Know the situation and be prepared to justify your request if you are not in a high-demand field.

Clarify the Offer

Be clear on all the factors that make up the offer. Get the following information before you get off the phone with the employer:

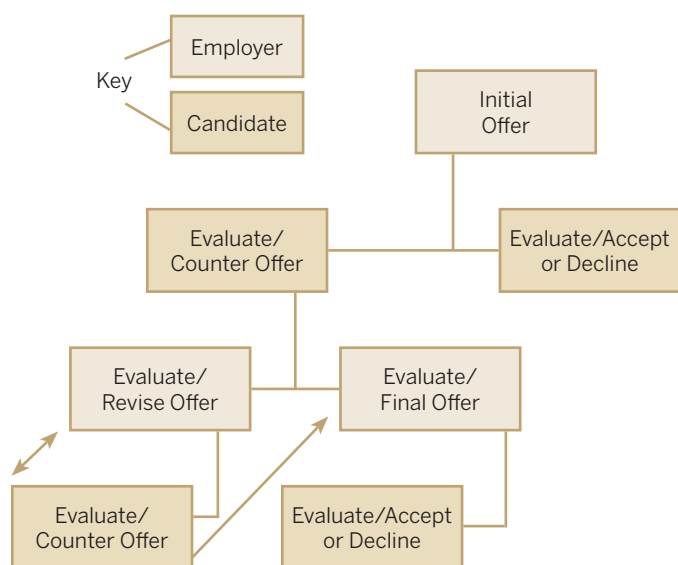
- Salary
- Benefits
- Location
- Reporting date
- Relocation expenses offered
- Signing bonus (if any)
- When they need your answer

Negotiate Time of Decision

Do NOT accept the job offer on the spot. Although you may have been considering the possible offer, you need time to evaluate all the factors of this decision. Remember not to be “star struck” by the excitement of the offer. Determine a reasonable length of time for you to make your decision (a few days to a week), and be ready to give the employer this time frame when you receive an offer. Employers know you are interviewing with other organizations and will appreciate you being honest and careful about your decision.

The Negotiation Process

Negotiation is a process that may consist of several contacts with an employer before an acceptance or declination is rendered. Once the employer gives the initial offer, it is common for a candidate to take time to evaluate and return to the employer with a counter offer or negotiated adjustment to the original offer. The employer then may need to reconsider and take some time before returning to the candidate with either acceptance of the counter offer terms or more adjustments. This process continues until the employer states that the current terms are their “final offer.” When the final offer is given, the candidate can still take time to consider but will need their next contact with the employer to be a notice of acceptance or declination. Below is a graphic representation of the negotiation/hiring process.



Factors That May Be Negotiated

Remember, you have nothing to negotiate until you have an offer! Once you receive one, it is important that you consider all possible factors:

Salary (To Certain Limits)

The offered salary may or may not be negotiable, and it may or may not be a fair offer. Prior to negotiating this factor, research salaries offered in your field by geographical location, experience, degree level, major, and previous offers. You will often find that the salary an employee receives varies greatly by job, employer, and region of the country.

Location of Position

There are many differences between working in various cities. Take the time to check out the geographic area of the position. Does the community offer you the lifestyle you are looking for? Do you have the option to choose the location of the job? With some positions, negotiating where you will live can make the difference in accepting a job or not.

Reporting Date

Depending on the organization and your job, some employers might be able to offer a flexible starting date. If you have ever dreamed of backpacking or cycling through Europe, now may be the time! Maybe you just want to take some time off to relax. Now is the opportunity to negotiate when you will begin your new job.

Appraisal Reviews

Some employers may give bonuses for job performance. Often, these salary increases are attached to your appraisal reviews. If the organization incorporates this type of appraisal system, it might be possible to ask for an earlier review to increase your earnings more quickly.

Desired Division or Department

In general, not all jobs are created equal within an organization. Find out as much as possible about your options before you accept an offer. If you decide that certain divisions appeal to you more than others, let it be known before you sign. Your specific work assignment might be a factor that can be negotiated.

Relocation Expenses and Signing Bonuses

Some employers may provide relocation benefits to help you move to the community where the employer is located. This may include travel to the community to look for a home or apartment, mortgage assistance, cost of moving possessions and vehicles, and/or hotel and food expenses until you are settled. It also may be in the form of a signing bonus, which is simply an agreed upon amount of money given to you when you accept the offer. If an employer does not present these benefits, you might want to consider negotiating for them.

Making the Best Decision

Making the best decision involves a host of factors. Visit The Career Center to learn more about effective decision-making. At the very least, you should look at job offers as they relate to your individual, family, and career goals.

Individual Needs and Goals

- Does this job match your interests, values, skills, and beliefs?
- Does it provide the lifestyle, prestige, independence, creativity, security, and economic returns you are looking for in a job?

Family Goals

- Does this job accommodate your needs and lifestyle preference with regard to your family?
- Is the geographical location conducive to you and your family's hobbies, community activities, and social support groups?

Career Goals

- Is the nature of the employer, the job's pay and benefits, and the work activities what you are looking for in a job?
- What is the employer's reputation?
- Is the salary adequate for your needs?
- Will you be given significant responsibility?
- Are the surroundings and people pleasant?
- Is the training program attractive and comprehensive?
- Is there job security?
- Does the organization provide advancement and mentoring opportunities?
- Does it offer room for professional, personal, and educational growth?
- How does the benefit package compare to those of other employers?

Negotiate the Offer

Once you have decided on an offer to accept, you will need to take the following steps to ensure an effective negotiation:

Decide the Conditions

It is important to determine what you want from the offer, but it is also important to know the minimum you will take from an offer. Create a plan that will allow flexibility.

For example, if you ask for more salary but the organization cannot offer more money, would you be willing to take a signing bonus instead? Remember, you only have one opportunity to get the most from this offer, so thoroughly plan prior to any negotiation.

Negotiate With One Organization

Only negotiate with one organization at a time. Don't spend time and energy negotiating with the organization that is your second or third choice until it is clear that your first choice is no longer an option.

Call Early

If you make your decision early, by all means call the organization and begin negotiations. The earlier you negotiate, the more likely that the organization has not filled all of its positions and could be more inclined to negotiate with you.

Maintain Professionalism

Many candidates make the mistake of becoming too casual after they have received an offer. Remember, the person you are negotiating with may be your supervisor or your colleague.



Negotiate From a Point of Power

Two strategies are typically used to negotiate effectively. The first involves going to the employer with a competing offer from another organization. Having a higher competing offer for the same type of position within the same industry is an effective negotiating strategy. Never lie— employers communicate with each other.

Or, present the employer with research about salaries in the field and cost of living and/or market demand for your credentials. Research that includes these items will give you a stronger position from which to negotiate. Just make sure your statistics accurately represent your background and the type of job being sought.

Regardless of which strategy you choose, focus on the total package. Look for creative ways to achieve your objective.

Make a Decision

Be prepared to make a decision once the organization has stated its final offer. It is not appropriate to try to hold out for more time or another offer.

Commit Fully

Once you make a decision, let your employer know that you are with them 100 percent. No one wants someone to work for them who acts like they would rather be somewhere else.



Put It In Writing

Declination Letters

Declining an offer should be done in writing and as soon as you accept another position. This is an important step because you may need this contact later on, so never burn your bridges!

Acceptance Letters

Acceptance letters are extremely important in restating your understanding of the offer. Include salary, location, starting date and time, any perks or signing bonuses negotiated, and other factors that you feel were vague.

Salary Resources

- FSU Salary and Hiring Data: career.fsu.edu/stats
- Occupational Outlook Handbook: bls.gov/ooh
- rileyguide.com/salguides.html
- salary.com

AUDITOR GENERAL



*We are looking for
**dynamic, motivated, and
talented individuals with excellent
communication skills to join our team.***

We offer a supportive work environment with strong leadership, career advancement opportunities, and excellent benefits.

Visit our Web site to find job opportunities throughout the State of Florida.

www.myflorida.com/audgen/pages/jobs.htm

CONQUER YOUR FUTURE

What's Your Plan?

*Create your plan to discover your options!
Map out your goals, and choose items from the Sample Activities list to begin.*

Sample Activities

- ☐ Develop a job or graduate school search strategy with a career advisor.
- ☐ Research employers, salaries, and graduate programs in The Career Center Library.
- ☐ Receive feedback on your interviewing skills.
- ☐ Network with potential employers at career fairs and events.
- ☐ Evaluate and decide on a job offer.

SeminoleLink

Search for jobs using SeminoleLink. Upload your résumé, apply for jobs, and register for on-campus interviews! See [page 99](#) for a User's Guide with instructions.

Career Portfolio

Organize and showcase your experiences by building a Career Portfolio! FSU's online Career Portfolio helps you document and display your skills and experiences for employers or graduate school admissions committees. See [page 107](#) for steps and guidelines to create yours!

Goal(s)

- #1 _____
- #2 _____
- #3 _____

Activity

Priority

_____	_____
_____	_____
_____	_____
_____	_____

FOLLOW A CAREER PATH? OR BLAZE YOUR OWN.



THE CHOICE IS CLEAR. After all, the Enterprise Management Training Program is where you'll unleash your management potential and hone your sales abilities. You'll learn how to run a successful business and lead a team of professionals. And, since we have locations across the country, you can build your career where you want to build it. There's a reason why *BusinessWeek* magazine named us to their list of "Best Places To Launch A Career" for the fourth year in a row.

YOUR PATH IS WAITING. GO.

go.enterprise.com



EOE/MFDV

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SEMINOLELINK

Benefits

Basic services offer the ability to:

- Identify and network with alumni and friends of FSU using the ProfessioNole database (details on [page 105](#)).
- Receive email notifications from our office regarding career programs and services.
- Identify employers participating in career fairs, information sessions, and receptions.

Plus! services ([page 100](#)) include the basics AND the ability to:

- Search for internships, part-time jobs, and full-time jobs.
- Receive job notifications via email that match your profile.
- Upload your résumé to be added in online résumé books and for referral to potential employers.
- Sign up for mock interviews.
- Sign up to interview on campus for experiential learning opportunities and full-time positions.

Find and apply for experiential learning opportunities and full-time employment, network with FSU alumni and friends of the University, and upload your résumé using SeminoleLink, The Career Center's online jobs database. Get started today with this step-by-step User's Guide! To view this guide online, visit career.fsu.edu/Resources/Career-Guides.

What is SeminoleLink?

SeminoleLink is The Career Center's online system that you can use to make a lasting impression, gain experience, and conquer your future! SeminoleLink offers basic and Plus! services.

Who Can Use SeminoleLink?

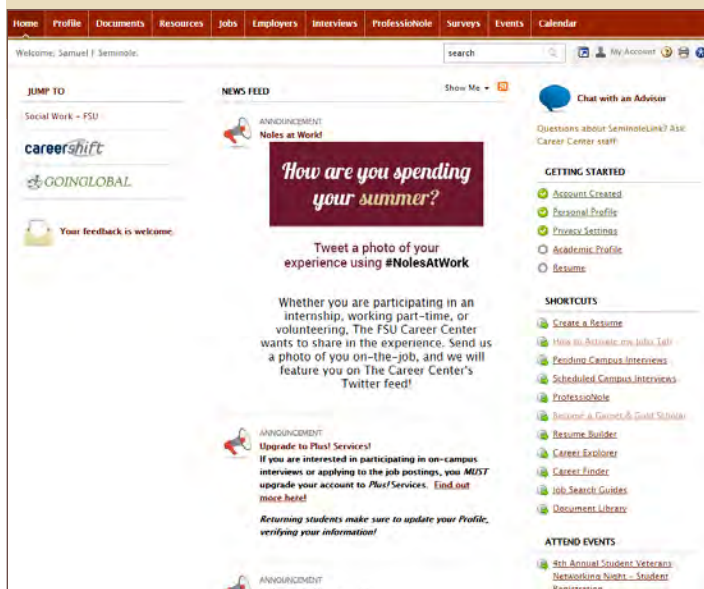
ALL FSU students and alumni have access to SeminoleLink basic services. Students who have established an FSU GPA, updated their profile, and submitted their approved, professional résumé may upgrade to Plus! services.

How Long Can I Use SeminoleLink?

Your SeminoleLink account is good for life! On-campus interviewing privileges end one year after graduation. Your account may be disabled if you misrepresent your status as an FSU student or alum, provide false information during registration, or are a "no show" by missing a mock or on-campus interview appointment. See the on-campus "no show" interviewing policies on [page 103](#).

Can Alumni Use SeminoleLink?

Alumni can access all features of Plus! services for one year after graduation. Alumni who graduated more than one year ago can use Plus! services to access full-time job listings, employ job search agents, which send job notifications via email, and have résumés referred to employers and included in résumé books.



Upgrade Basic Services to SeminoleLink Plus!

- 1 Go to career.fsu.edu. Click on “SeminoleLink” and then “Student Login.”
- 2 Log in with your Blackboard (FSU ID) and password.
- 3 Check and update your academic and personal information under the “Profile” tab.
- 4 Upload your résumé under the “Documents” tab.
- 5 Submit the Plus! authorization request and within 48 hours, our staff will check your account and add Plus! services.

The image shows two screenshots of the SeminoleLink Plus! interface. The top screenshot is the 'myFSU' login page, which includes a header with the 'myFSU' logo and the tagline 'Your centralized gateway to FSU applications.' Below the header, there are sections for 'Announcements' (listing network connectivity issues in the Psychology Building) and a 'myFSU Login' section with fields for 'Username (FSUID)' and 'Password', a 'LOGIN' button, and links for 'Having Trouble Logging In?' and 'Reset Your Password'. The bottom screenshot shows the 'profile' page of the NACElink Career Services Manager. It features a navigation bar with tabs: Home, Profile, Documents, Resources, Jobs, Employers, Interviews, Professional, Surveys, Events, and Calendar. The profile page is divided into 'Personal' and 'Academic' sections, both with 'Edit' buttons. The 'Personal' section lists fields to complete (Military Service, Distance Learner, etc.) and shows the user's name, email, school address, and permanent address. The 'Academic' section lists fields to complete (Work Authorization, Geographic Preference, etc.) and shows the user's major, GPA, and graduation date.

Find Part-Time Jobs

- 1 Go to career.fsu.edu.
- 2 Click “Find A Part-Time Job” for a direct listing of part-time and seasonal job opportunities.

The image shows a screenshot of the 'Student Employment Job Listings' page. It includes a 'Disclaimer' section with tips on how to identify a job that is probably a scam. Below the disclaimer, there is a table listing job opportunities. The table has columns for 'Position', 'Employer', and 'Description'. The first row lists a 'Fall 2015 Paid Remote Job - Campus Sales Rep' by 'Taglieri'. The description for this job states: 'Want a PAID remote job that lets you set your own hours and earn your own commission? This is not like any other campus rep program. Gain real sales experience and bolster your resume with a campus rep position that actually pays you. Taglieri is Taglieri's highly competitive, paid by commission campus rep program. We're looking to bring on college students nationwide who will become part of an exclusive network of Campus Reps who have the opportunity to gain sales skills by working with your school's student organizations - ranging from Greek life to clubs. All campus sales reps will be trained and given the proper resources to maximize your earnings. This is the most flexible & lucrative Campus Rep program in the nation - apply now!'.

Find Part-Time Jobs Using Plus! Services

- Access part-time jobs from SeminoleLink by clicking on the “Jobs” tab.
- Select “Part-Time” from the “Position Type” drop-down list.

Find Internships and Full-Time Jobs

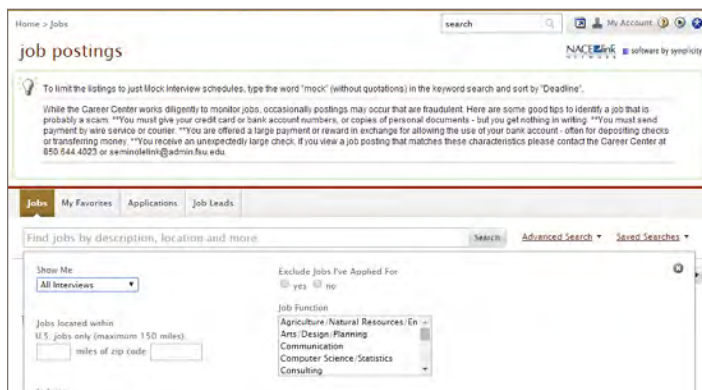
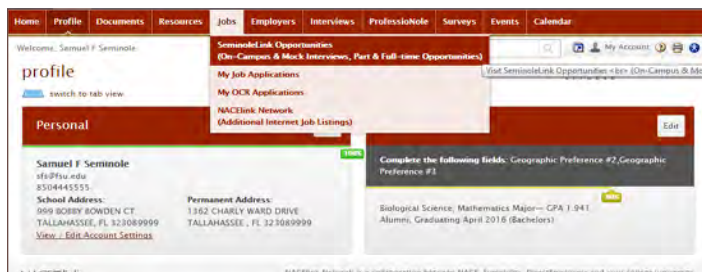
Once you have upgraded to Plus! services, SeminoleLink offers two basic methods to search for these opportunities. You may apply for jobs with employers who conduct their interviews off campus but post their jobs in SeminoleLink or search for employers who interview students through On-Campus Recruiting (OCR) at FSU. To search for opportunities in SeminoleLink:

- 1 Log in to SeminoleLink.
- 2 Click on the “Jobs” tab.

Select “SeminoleLink Opportunities” from the roll-over menu for on-campus recruiting, mock interviewing, and job postings. Or, select “NACELink Network” to view additional job listings from nationally represented employers.

- 3 Search by multiple criteria from the drop-down lists.

You can search by position type (e.g., “Internship,” “Co-op,” or “Full-time”), job function (e.g., “Healthcare,” “Engineering,” etc.), or by industry type (e.g., “Arts & Entertainment,” “Accounting,” etc.). Remember, the broader your search criteria, the more opportunities you will find that match your career goals!



Opportunities with Employers That Do Not Interview On Campus

Many students conduct a targeted job search by identifying employers through research and information found at The Career Center, in databases, from contacts, and through the thousands of job listings in SeminoleLink. Through SeminoleLink, you may search for internships, co-ops, summer jobs, volunteer opportunities, and part-time or full-time positions. Employers may be local, regional, national, or international and represent various types of businesses ranging from Fortune 500 companies to non-profit and government organizations.

On-Campus Interviews

Apply for interviews through On-Campus Recruiting (OCR). Employers from Fortune 500, regional and local companies, non-profit organizations, and government agencies recruit students for internships, co-ops, and full-time positions by interviewing at FSU. Search for on-campus recruiters in SeminoleLink routinely throughout the semester. To participate in on-campus interviewing:

- 1 Log in to SeminoleLink.
- 2 Click on the “Jobs” tab and “SeminoleLink Opportunities.” Then click on “Advanced Search.”
- 3 Select “All Interviews” from the “Show Me” drop-down box.
- 4 Click on the job title to read position descriptions.

Review the description and requested qualifications. Only submit a résumé if you have a sincere interest and believe you have the skills needed for the position!

5 Submit a résumé electronically via SeminoleLink prior to the résumé submission end date specified by each employer.

Employers then review résumés and select candidates from among the students/alumni who submitted their résumés via SeminoleLink. Authorized students may submit a résumé regardless of their qualifications. Occasionally, employers will choose students who did not formally submit a résumé through SeminoleLink but instead provided their résumé via a career fair or résumé book. Check all schedules for opportunities.

6 Choose “Interviews” and check for invitations as a preselected candidate.

Go to the “Scheduled Interviews” tab on the appropriate dates.

7 Sign up for an interview!

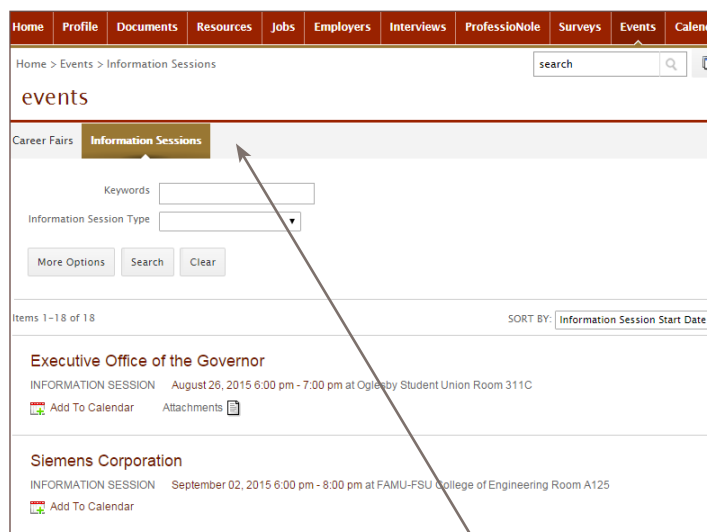
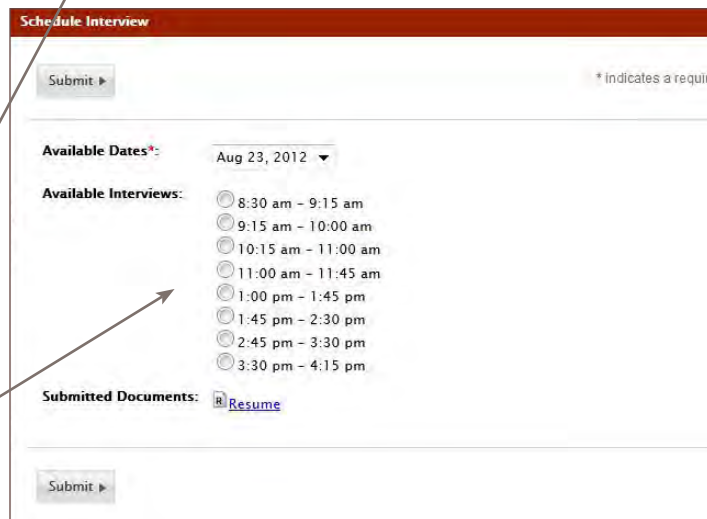
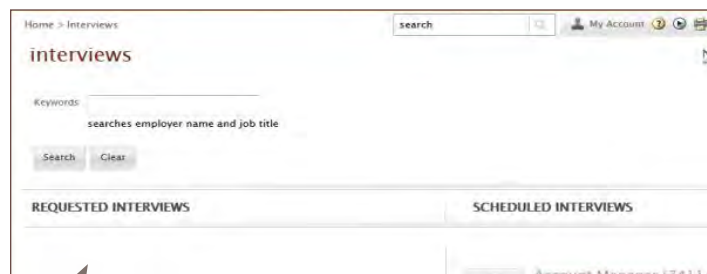
Visit SeminoleLink during the preselect sign-up period to determine if you are invited to sign up for a preselect or an alternate interview. If you are invited, select an interview time. If you are not invited and meet the employer’s qualifications, try to find a free time during the open sign-up period or attend an employer-sponsored information session.

8 To sign up for an open interview, submit your résumé and then choose the time you would like to interview. (You must meet the qualifications).

*BE AWARE: Not all employers offer open sign-up opportunities.

9 Review scheduled interviews.

Go to the “Interviews” tab to cancel or change your interview time. You have until the end of the sign-up period (two days before the interview).



10 Choose “Events” and select “Information Sessions.”

Employer presentations are often used to screen candidates for preselection and also to provide important information. Check often for events! Information sessions are a great way to network with employers.

Understand On-Campus Recruiting Schedule Types and Deadlines

Preselect Sign-Up

After students submit their résumés for positions, the employer reviews résumés and invites selected candidates for interviews.

If you are invited to interview, you may select an interview time in SeminoleLink during the preselect sign-up period.

Alternate Sign-Up

On the preselect schedule, the employer may also choose a small number of alternate candidates. Alternates are not guaranteed an interview but can sign up for an interview using SeminoleLink on a space-available basis after invited students have selected their interview times. This is like flying standby on a crowded plane.

Open Sign-Up

During open sign-up, any interested and qualified student may sign up for an employer's interview slots. You must meet the organization's requirements for the correct major, graduation date, GPA, and citizenship in order to sign up. Find preselect, alternate, and open sign-up dates on [page 104](#). Remember, you must submit your résumé to be considered for a preselect spot. The time period for open sign-up begins approximately one week prior to the employer's visit and continues until two days prior to the interview.

Please keep in mind that not all employers participate in open sign-up. Open sign-up occurs on a first-come, first-served basis! Occasionally, employers do not preselect students as their schedules are filled only through open sign-up.

Make the Most of On-Campus Recruiting

- **Interview**— Arrive early and prepared at the correct location. The recruiter will come to the waiting area and call your name when he or she is ready to interview you.
- **Follow up**— Follow up with the recruiter after the interview by writing a letter of appreciation (sample letter on [page 48](#)).

- **Accept an offer**— After you accept an offer, cancel all future interviews and do not schedule additional interviews. See [page 93](#) for more advice.
- **Report an offer**— You will help students at FSU and nationwide if you add a placement record in SeminoleLink to report your offer. Your offer information will help others make decisions about majors, occupations, and jobs!

On-Campus Recruiting Policies and Procedures

Canceling an Interview

Students who sign up for on-campus interviews guarantee that they will keep their appointments! If extenuating circumstances force you to cancel your commitment, you may cancel your interview through SeminoleLink no later than two full working days prior to the interview.

Late cancellation, **less than two days prior to the interview**, must be done in person with a staff member at The Career Center. Without a valid emergency or documented illness from your doctor or University Health Services, this late cancellation is considered a "no show."

No shows— Students who fail to keep an interview appointment or have a late cancellation are considered "no shows." If you fail to show up for an appointment, your on-campus interviewing privileges will be suspended until you have written a letter of apology to the employer. The letter and a copy with a stamped, addressed envelope must be provided to The Career Center. We will mail your letter for you and reauthorize your account. A second "no show" or late cancellation will result in your privileges being permanently revoked.

Mock interview no show policy— Any student that does not show up or cancel a mock interview in advance will be blocked from participating in any on-campus interviewing activities until a letter of apology to the Mock Interview Mentor is mailed or emailed to the Mock Interview Program Coordinator. Two no shows or late cancellations within the same semester will result in permanent loss of ALL on-campus interviewing privileges.

Business-style letters of apology should be addressed as follows:

Mock Interview Mentor
c/o Mock Interview Program Coordinator
The FSU Career Center
100 South Woodward Avenue
PO Box 3064162
Tallahassee, FL 32306-4162
Email: mockinterview@admin.fsu.edu

On-Campus Recruiting Deadline Dates

Fall 2015 Career Fairs: Engineering Day— September 15, Seminole Futures— September 17

Employers Interviewing	Résumé Submission Deadline	Preselection Sign-Up Begins	Alternate Sign-Up Begins	Open Sign-Up Begins
September 16	ENGINEERING DAY	FOLLOW-UP	INTERVIEWS	
September 18	SEMINOLE FUTURES	FOLLOW-UP	INTERVIEWS	
September 21-25	OPEN SIGN-UP WEEK ONLY			September 17
Sept. 28 - Oct. 2	September 18	September 22	September 23	September 24
October 5-9	September 21	September 28	September 29	September 30
October 12-16	September 28	October 5	October 6	October 7
October 19-23	October 5	October 12	October 13	October 14
October 26-30	October 12	October 19	October 20	October 21
November 2-6	October 19	October 26	October 27	October 28
November 9-13	October 26	November 2	November 3	November 4
November 16-20	November 2	November 9	November 10	November 11

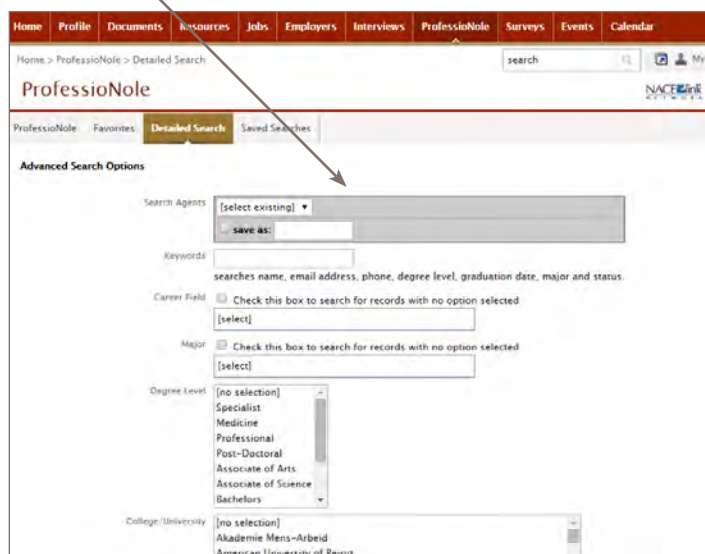
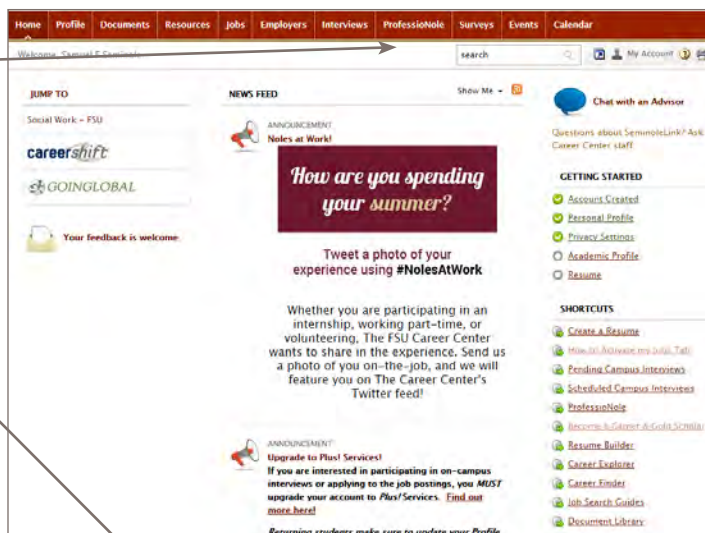
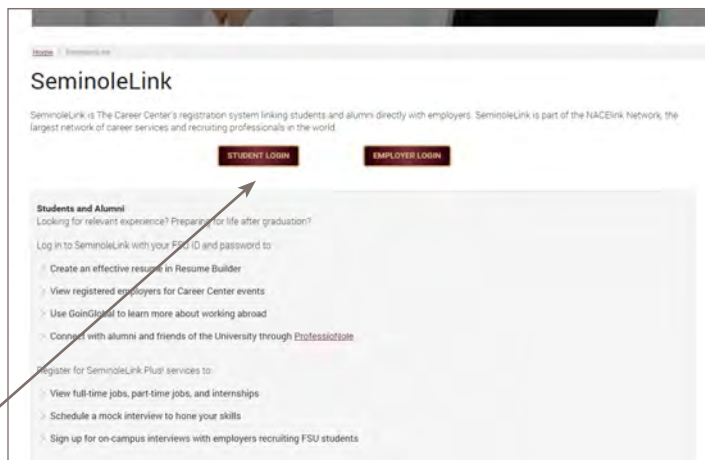
Spring 2016 Career Fairs: Engineering Day— January 26, Seminole Futures— January 28

Employers Interviewing	Résumé Submission Deadline	Preselection Sign-Up Begins	Alternate Sign-Up Begins	Open Sign-Up Begins
January 27	ENGINEERING DAY	FOLLOW-UP	INTERVIEWS	
January 29	SEMINOLE FUTURES	FOLLOW-UP	INTERVIEWS	
February 1-5	OPEN SIGN-UP WEEK ONLY			January 28
February 8-12	January 29	February 2	February 3	February 4
February 15-19	February 1	February 8	February 9	February 10
February 22-26	February 8	February 15	February 16	February 17
Feb. 29 - March 4	February 15	February 22	February 23	February 24
March 7-11	SPRING BREAK			
March 14-19	February 22	March 1	March 2	March 3
March 21-25	February 29	March 14	March 15	March 16
March 28 - April 1	March 14	March 21	March 22	March 23
April 4-8	March 21	March 28	March 29	March 30

Speak With Experts Using ProfessionNole

Search the ProfessionNole database in SeminoleLink to access over 1,200 professionals waiting to answer your questions. To contact a ProfessionNole, please follow these steps:

- 1 Go to career.fsu.edu/SeminoleLink.
- 2 Log in to SeminoleLink with your Blackboard (FSU ID) and password.
- 3 Click the "ProfessionNole" tab.
- 4 Select an employer from the drop-down list, browse by name, or fill in "Keywords" to identify employers by multiple criteria.





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CAREER PORTFOLIO

How Can the Career Portfolio Help Me?

Your Career Portfolio can help you organize and describe your accomplishments at FSU. If you consistently use the portfolio, you may be a stronger candidate for jobs or grad school because you can more easily answer interview questions based on your experiences. Furthermore, recruiters can see actual evidence of your work!

Build Your Portfolio

- Create your profile and skills matrix, then upload your résumé/CV, references, artifacts, and examples.

Manage Your Portfolio

- Name, customize, view, and share your portfolio.

Continue to Learn and Grow

- Learn and develop skills employers value most and find opportunities for continued academic and professional growth.

Use the Career Portfolio to compile information documenting the skills and experiences you gain every semester at FSU. Recording these details as they occur will allow you to quickly and easily access facts about your accomplishments to share with professors, employers, and graduate school admissions committees. Build your portfolio today by following these steps!

What is the Career Portfolio?

The Career Portfolio is a tool created by The Career Center to present your skills and experiences to prospective employers, graduate schools, and other organizations. You can use the Career Portfolio to learn about skills that employers and graduate schools value most, build a personal profile using the skills matrix, post your résumé, and list positive references from people who know you well. Then, upload examples of your best work (called “artifacts”) and share your portfolio with potential employers or graduate schools.

How Do I Begin?

You can begin your Career Portfolio at any time, but the sooner the better! To get started:

- 1 Access the Career Portfolio at portfolio.fsu.edu or log in through Secure Apps of myFSU.
- 2 Explore the Resources and Tutorials for a comprehensive overview.
- 3 Start building your portfolio!



Build Your Career Portfolio

1 Profile

Your profile is the first area referred users, such as employers, will see when entering your Career Portfolio. The profile section gives you the opportunity to make a strong impression right from the start. You can highlight items, such as your background and goals, or even write a cover letter directed at an individual viewer. The profile can be personalized to fit your needs, allowing you to summarize your strengths and qualifications.

Click “Add a New Profile” in the Profile section of the portfolio to begin!

2 Skills Matrix

Embedded in the Career Portfolio is a list of career and life skills. These are skills that employers who hire FSU students value and look for in potential candidates. They are:

- Communication
- Creativity
- Critical thinking
- Leadership
- Life management
- Research and project development
- Social responsibility
- Teamwork
- Technical/scientific

To make a good impression, it’s up to you to prove that you have developed these general skills, as well as specific skills needed in your career field. Through the skills matrix in the Career Portfolio, you can document how you have developed your skills! You can reflect on your experiences in a variety of areas, such as jobs/internships, courses, service/volunteer work, membership/activities, and other interests or life experiences.

Developing and documenting these skills better prepares you to market yourself when writing your résumé, during an interview, or when writing a personal statement. Update your skills matrix every semester, and you’ll have a wealth of information to help market yourself!

Click “Add a New Skill” in the Skills section of the portfolio to begin documenting your skills.

3 Résumé/CV

Your résumé or CV is an important piece of your Career Portfolio because it documents your qualifications for a position. Refer to [page 20](#) or speak to a career advisor for more information on how to write a résumé or CV.

Your résumé/CV is critical to your future success, so make sure you have it reviewed by a career advisor, friend, or professor for suggestions and to check for any possible mistakes. Remember that your résumé/CV is a marketing tool and should present a positive image of your experiences and abilities.

Click “Add a New Résumé/CV” under the Résumé/CV section of the portfolio to name and upload your résumé/CV document.

NOTE: Remember that you can include more than one version of your résumé and/or CV!

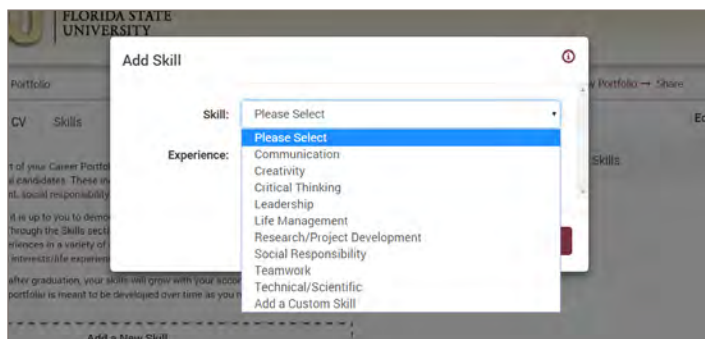
4 References

References are an important part of your Career Portfolio. References can include faculty, advisors, employers, and others in your life you’ve made a connection with. These are people you have developed relationships with and who would be willing to provide a positive reference for you. Start developing your references early!

Remember to always verify the accuracy and appropriateness of the reference information with each of your references. Also, make sure your references are willing to have their information available online.

Keep your references informed about your goals and activities when you are actively pursuing career options and provide them with your résumé. This helps them to provide a better recommendation for you when asked.

Click “Add a New Reference” in the Reference section of the portfolio to add contact information for people who know you well.



5 Artifacts and Examples

An artifact is a physical example demonstrating your work. Using the Career Portfolio, you can upload your digital artifacts to provide evidence of your experience. Artifact examples include:

- Research or thesis papers
- Audio or video of a performance or composition
- Speeches
- PowerPoint presentations
- Spreadsheets
- Databases
- Scans of artwork or photography
- Class assignments converted to digital format

You can show potential internship sponsors, employers, and grad schools that you have experience by adding artifacts and examples to your Career Portfolio. This section will allow you to show off actual samples of your work on the web, including class projects, research papers, course assignments, etc. Whether you upload photographs you have taken or a PowerPoint presentation you have created, your artifacts and examples will help you stand out from other candidates.

Click “Add a New Artifact” in the Artifacts section of the portfolio to add examples of your experiences. Showcasing samples of the work you’ve accomplished will help your Career Portfolio stand out when presenting yourself to employers and other referred users!

Market Yourself

Create a “Showcase Portfolio”

Your portfolio is a way to market your professional and academic qualifications to graduate schools and employers. The Career Portfolio allows you to have unlimited different versions of a finished “showcase portfolio.” When you have entered in your information through the Create and/or Edit sections, you can use the Options section to choose which information is viewable to others and how they see it.

1 Name Your Portfolio

The Options section allows you to name your Career Portfolio. Example portfolio names can include “Job Search Portfolio” or “Grad School Portfolio.” The names you choose should reflect the information you include in each portfolio.

2 Customize Your Portfolio

The Options section is also where you will select the items you want to make viewable for this particular showcase portfolio. Other items you can make viewable are your unofficial academic transcript, unofficial service transcript, confidentiality statement, and an email address.

3 View Your Portfolio

The Preview section lets you view your portfolio the way it will appear to referred users. You can also download your portfolio as a PDF document. Be sure it appears correctly before you give others access!

4 Share Your Portfolio

The Share section allows you to share the portfolio with others by creating access keys, sending your portfolio, getting a shareable link, and viewing access details.

- **Create access keys**, or passwords, which grant access to a particular showcase portfolio. You can create as many access keys as you wish for each of your portfolios. You may want to create different access keys for each person to whom you will be granting access.
- **The Send Portfolio feature** allows you to email a referred user (anyone you choose) with instructions on how to view your portfolio.
- **The Get Shareable Link feature** generates a link directly to your particular showcase portfolio. For example, you can post this link directly on your résumé or on your LinkedIn profile!
- **View Access Details** provides information about when each access key is used. It shows the date, time, and number of times each access key is used for a specific portfolio. This is a great way to see if the person you referred to view your portfolio has actually viewed it, but only if you give each potential viewer a unique access key!

Share Your Career Portfolio			
Create an Access Password/Key (e.g., accounting)			
NEW	Save		
Send Portfolio & View Access Details			
In this section you can see which Access Keys have been used and when referred users have accessed your portfolio			
Leslie	inactive	get shareable link	4 views

Technology ignites our business

Save the Dates:

Information Session

Check Career Center for upcoming dates

Application Deadline

(Full time and Summer Internship)

Date: 09/21/2015

Seminole Futures Career Fair

Date: 09/17/2015

Location: Donald L. Tucker Civic Center

On Campus Interviews

(Full time and Summer internship)

Date: 10/06/2015

Location: Dunlap Success Center

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Practical Information for

YOUR FUTURE DECISIONS

Florida State University Graduating Senior Survey

General Information for All Colleges

The Career Center, in conjunction with the Division of Student Affairs and Institutional Research, has administered a survey to graduating seniors for over a decade, asking students about their post-college plans and their overall FSU experience. Over 91% of graduating seniors from summer 2013, fall 2013, and spring 2014 completed the survey. Also included in these findings are the results of a six-month follow-up survey.

Employment Status

Seeking employment	61.9%
Have one or more job offers	70.1%

Top 5 Graduate/Professional Schools

1. Florida State University	4. University of Florida
2. University of South Florida	5. Florida International University
3. Nova Southeastern	

Top 5 Employment Industries

1. Education	4. Retail
2. Marketing	5. Financial services
3. Hospitality	

Classification of Employed Students

Full-time employment	83.8%
Employment related directly to major	69.6%
Employment requires a college degree	64.7%
Employed in Florida	74%
Employed out of state	26%
Self-employed	2.1%

How Seniors Found Employment

FSU Career Center services	38.1%
Family/friends	30.9%
Internship	12.6%
Internet	12.5%
Professional contacts	12.5%

Annual Salary Ranges

Less than \$20,000	11%
\$20,000 - \$24,999	11%
\$25,000 - \$29,999	10%
\$30,000 - \$39,999	32%
\$40,000 - \$49,999	17%
\$50,000 - \$59,999	12%
\$60,000 - \$69,999	4%
\$70,000 or more	3%

2015 Universum Student Survey Data

The following information was pulled from the undergraduate edition of the 2015 Universum Student Survey. The data tracks on Florida State University students with a median age of 20.6 and an average GPA of 3.4. Of the respondents, 69% were female and 31% were male.

Statements Students Identify With

1. Future-oriented
2. Taking time to think
3. Seeing the bigger picture

Top 5 Career Goals

1. To have work/life balance
2. To be secure or stable in my job
3. To be dedicated to a cause or to feel that I am serving the greater good
4. To be competitively or intellectually challenged
5. To be entrepreneurial or creative/innovative

Drivers of Employer Attractiveness

1. Secure employment
2. A creative and dynamic work environment
3. High future earnings
4. Respect for its people
5. Clear path for advancement

Median Expected Annual Salary

\$50,000



NOTES

NOTES

PLACEMENT PARTNERS

A distinguished group of companies who are directly supporting career development and employment assistance programs at Florida State University.

Gold Level



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Waffle House

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