

00:02 We're still in practice, now there we go.
00:05 Hello everybody.
00:09 Lauren and can you just give me the okay
00:12 that we are good to go.
00:14 Welcome everybody, this is Jodi Dechen.
00:18 I can see that participants are slowly joining us.
00:21 We'll give it a couple of minutes
00:22 as people start to join in before we start.
00:26 We're starting the webinar searching for a job
00:29 during a global crisis.
00:31 Welcome as you're joining in,
00:33 we still see the numbers rising
00:35 so I'll wait a little bit longer.
00:37 Hopefully everybody's doing well today on this Friday,
00:40 it was a beautiful sunny day,
00:41 but now it looks like it's cloudy again,
00:43 but we're all happy and ready to go on this.
00:46 We've got some good news to share,
00:49 I think some opportunities and ideas
00:52 that hopefully will be of value to you.
00:54 We are still seeing participants join us
00:56 so we'll wait a little bit longer until that number starts
00:58 to slow down a little bit.
01:01 Again, webinar searching for a job during a global crisis.
01:10 The numbers slowed down
01:11 so we're gonna go ahead and start, welcome.
01:13 I am Jodi Dechen.
01:14 I am a professor of management here at Suffolk University,
01:17 as well as the program director for the MBA.
01:20 And we are co-sponsoring this with the center
01:23 for career services here at Suffolk University.
01:27 Again, our webinar is searching
01:29 for a job during a global crisis.
01:31 I wanna welcome our three panelists today
01:33 and I'll let them introduce themselves.
01:35 Diane, can you just tell us who you are?
01:38 Yeah, so hello everyone.
01:40 I'm Diane Johnson.
01:41 I am calling in from the Boston area this morning.
01:46 I'm a principal within the career management practice
01:50 at Rite Management.
01:51 And if you don't know Rite Management,
01:53 we work with companies to help them develop their talent
01:57 and career strategies so that they can attract
02:00 and retain the best talent
02:02 in order to meet their business objectives.
02:06 As a leader in the east region,
02:08 I have a team of about 70 career consultants
02:11 who work on my team.
02:14 And so every day they're working with individuals
02:17 on their career strategies, getting back to work,
02:21 finding the best career proposition for themselves.
02:25 And so I'm just delighted to talk about this topic now.

02:30 A lot is changing, it's changing every day,
02:33 and we're gonna talk about how to be successful
02:35 in this environment.
02:36 Lots of tips to share with you today.
02:38 Thank you, Diane, Joe.
02:41 Hey, my name's Joe Sullivan.
02:42 I'm a graduate at Suffolk University
02:44 with both a BA and MBA.
02:46 I spent the majority of my career working
02:49 in senior leadership positions
02:50 in some of the most admired and respected companies
02:55 in the world.
02:58 While I was doing that,
02:59 I learned that I was not gonna be remembered by the jobs
03:04 I had, the money I made or how many people worked for me.
03:08 The way I was gonna be remembered is by the people
03:11 that I left behind, not even behind in a bad way,
03:14 but the people that I had coached and mentored
03:17 and brought up and the performance
03:19 in the future they create.
03:20 So I became very interested in mentorship and coaching.
03:26 And when I left Logitech two years ago,
03:29 I started a small,
03:31 very exclusive executive coaching business
03:35 where I focus on senior leaders in trouble,
03:39 people that have recently lost their positions
03:42 and transitioning leaders,
03:43 young leaders who are transitioning from basic jobs
03:49 into their first level of executive leadership
03:51 and really trying to figure it out.
03:53 And that's where I really get most of my business
03:56 and have the most fun.
03:59 Very cool, thank you, Joe, Jane.
04:02 Hello everyone, my name is Jane Matson
04:05 and I am an independent career management consultant,
04:09 speaker and author.
04:11 I'll share a little bit about the book I wrote
04:14 a little bit later,
04:15 cause it does relate to this particular topic
04:17 we're talking about, which is job searching.
04:20 I have 20 years of experience working
04:22 in the out placement field,
04:24 helping individuals in job transition,
04:27 whether it was changing careers, changing industries,
04:32 figuring out what the best company would be for them
04:34 to work with,
04:35 helping them with job search strategies and networking.
04:39 So I am really looking forward today
04:42 to helping with my colleagues on the phone
04:45 of helping overcome some of your fears,
04:48 some of your trepidations about moving forward
04:50 in this very challenging market.
04:53 So thank you for having me, Jodi.
04:54 Thank you and welcome all three of you.

04:56 It's really so much fun to see such a great group
04:59 of very experienced to people to help you all.
05:02 A couple of things to just note, if you have a question,
05:06 please put it in the Q and A section.
05:08 We have a lot of questions already
05:09 that have been sent to us
05:10 so we'll try to get to all these questions.
05:13 If we don't get to your question,
05:15 we'll try to send it to you later
05:17 and answer them as a follow up to this.
05:19 So there's a Q and A section
05:21 so you can just click on that at the bottom of your screen
05:23 and then type in your question and answer
05:25 and I have that open to my screen so I can see them.
05:28 So what we're gonna do is we have about six questions
05:29 that I'm gonna ask the panel.
05:31 We'll go to about 12:40-ish or so,
05:34 and then we'll open it up to general questions
05:36 and the way we'll do it is I will moderate
05:38 and then I'll go around and ask each person to answer
05:41 so that you get to hear from all three perspectives,
05:43 cause all three people will give a very different view.
05:48 So the first question we have is
05:50 when you think of the current situation
05:52 and job hemming, like what are your overall thoughts?
05:55 Like it's all just hit us really hard.
05:57 I mean, we saw the job report yesterday,
06:00 there's all sorts of money coming
06:02 from the federal government.
06:03 There's a lot of chaos.
06:04 People don't really know what's going on.
06:05 What is your overall view and Diane,
06:07 I'd like to start with you.
06:09 So you probably heard that old adage
06:13 that moments of crisis are also moments of opportunity.
06:17 And so we're seeing that in our practice now
06:20 and also we're seeing it in our personal lives as well.
06:25 So here's what we're seeing and this is real time
06:28 so I get a lot of data coming across my desk about jobs
06:31 and industries and what's going on.
06:34 And so what we're seeing now is some of industries
06:37 are slowing and others are growing.
06:40 So the ones that are hiring
06:43 are pharmaceutical, life sciences, technology,
06:49 especially those that relate to cloud technology
06:52 or communications such as Zoom we're using today.
06:57 We bought stock in Zoom.
07:03 Slack and some Microsoft.
07:07 Also online learning is seeing a spike.
07:12 Grocery chains, just talked to
07:15 one of our career coaches this morning
07:17 who one of their executives just
07:20 is getting an interview with stop and shop
07:23 for a leadership role.

07:25 So retail's a bit funky.
07:27 We're seeing a slow down in bricks and mortar
07:30 so like Bed, Bath and Beyond.
07:33 They're laying off,
07:35 but there are some retail that's growing.
07:37 So don't discount retail.
07:42 Think about e-commerce,
07:43 think about how you're buying things today.
07:45 That needs to be sustained.
07:49 Hospitality is taking a hit, as you can imagine.
07:53 Entertainment, energy due to the price of oil
07:58 is downsizing quite a bit right now.
08:02 The other one is financial services
08:03 and we're seeing both there,
08:05 which I think is kind of interesting, I can't explain that.
08:09 But we are seeing an uptick in downsizing
08:12 with financial services, but we're also seeing people land
08:16 and the data's daily
08:18 so I just can't make meaning for that for you today,
08:23 but that's what's going on.
08:26 Tech is not taking a hit
08:29 unless it's related to travel and hospitality.
08:37 What we're also seeing is,
08:39 and we're gonna talk about this in more detail
08:41 as we progress, but we're seeing a spike in furloughs.
08:45 And that's a good thing because what that means is companies
08:50 are not making a decision today to just reduce.
08:54 They know that the economy's gonna come back around
08:57 so furloughs are a good thing
08:59 and we'll talk more about that.
09:01 We're also seeing a lot of reduced strategy,
09:03 reduced salaries, same thing.
09:06 Companies are trying to avoid layoff.
09:08 So despite the pandemic,
09:11 there's still an economy and we're seeing people land.
09:16 So crisis opportunity, they're both there.
09:23 I know, I know.
09:24 Thank you, Diane.
09:24 Joe, you wanna elaborate all on this?
09:27 Your overall view.
09:31 Joe, are you with us.
09:34 Joe?
09:35 He might be frozen.
09:36 Jane, you wanna jump in?
09:38 He might be frozen.
09:40 So Diane, thank you for that great synopsis
09:42 of what's going on.
09:44 You would ask Jodi as far as the current situation.
09:48 I'm a realist and I'm a realist of acknowledging
09:51 and the acknowledgement is yeah, it's challenging.
09:56 However, as Diane said, it's about opportunity,
10:00 but it's about mindset.
10:02 And we have a choice of listening to the millions of people
10:06 that have lost their jobs or looking at the companies

10:10 that are perhaps are doing some hiring.
10:13 And my suggestion is as difficult as it is
10:15 is to focus on what we know is
10:18 and see if there's any not opportunities
10:21 in the sense of the job, but at this particular moment,
10:23 what I encourage everyone to do is to look at this time
10:27 as research that if you were to have a big board
10:32 in your office and you were to chart
10:35 the companies that are furloughing,
10:38 or letting go or reducing,
10:40 it's looking at some of the trends
10:43 and also thinking ahead and thinking ahead
10:46 of when the economy does open up,
10:49 what do we think it looked like
10:50 and it's speculation for sure.
10:52 But in some cases you might know what is happening.
10:56 And so the main thing you wanna be doing
11:00 is focusing on understanding how and what is going on.
11:05 And one of the advice that I would give you
11:08 in the sense of my overall thoughts about job hunting is,
11:11 as Diane said, companies are still hiring.
11:14 They still are hiring.
11:15 They may be slowing down on the interview process.
11:20 That's a sense of reality.
11:22 If you think you're going to be furloughed
11:24 or let go, seize the opportunity.
11:27 Now's the time to update your resume,
11:29 update your resume with accomplishments and results.
11:31 Remember that focus, but also research.
11:35 And one of the things I'm gonna start off
11:37 right off with my tip is read the Boston Business Journal.
11:40 Jodi and I talked a little bit about this before.
11:43 I am a big believer of using the Boston Business Journal
11:47 as a research tool.
11:49 It's going to give you a really good understanding
11:51 of what's going on, who's hiring,
11:54 who's Lango and even what's going on
11:57 as far as what's going on for products,
11:59 what's going on for research
12:01 because the more knowledge you have,
12:04 I believe the less you will be stressed out with
12:07 there's no hope and you've gotta remain positive.
12:10 This is really, really important
12:12 is doing something constructive each day.
12:15 And just to let anybody who's a current Suffolk student,
12:19 you can get the BBJ through the library online free.
12:23 So it's part of your tuition, it's in the library.
12:26 If you can't figure it out, contact a librarian.
12:28 Joe, what else would you say?
12:30 When you think about this overall big picture,
12:31 what are you--
12:32 I'm not sure I got cut off, I'm not sure how much--
12:35 Don't worry, you're back.
12:36 I know, I'm not sure.

12:38 Look, I think this is an incredibly exciting time.
12:42 It's tremendous opportunities here,
12:43 but it's also gonna take some work on all of us.
12:46 You're gonna have to sit back and think about
12:48 where your values are, what you want to do,
12:51 what kind of positions you want
12:52 and how you want your career to progress.
12:54 And as I started to say is it's kinda like auto racing.
12:58 You're going into a corner.
12:59 You have to brake to get into the corner.
13:01 You have to then let off.
13:03 As you go into the corner, get to the apex,
13:05 look at the next exit point.
13:09 Begin to accelerate, but right at the apex,
13:11 you have to look at the next entry point
13:13 of where you're gonna go.
13:15 So you always have to be looking
13:15 cause the car goes where you look.
13:20 And if you're trying to manage it that closely,
13:24 you lose and you lose track of the automobile.
13:26 So you really want be looking out
13:28 where do you want to be in five years,
13:30 where do you want be in whatever, what skills do you need?
13:33 What skills do you have and what do you need to do?
13:36 If you're looking for a new job,
13:37 if you've been laid off and it's permanent,
13:40 what are you gonna look for in your new job?
13:42 What kind of boss do you wanna work for
13:45 because I personally interviewed for a job 15 years ago,
13:49 20 years ago
13:50 and as I was going through the interview process,
13:53 I'm saying, boy, I really don't like these people.
13:57 I loved the job.
13:58 It had a great title and a great salary and everything.
14:01 But man, I really don't like these people very much
14:04 and it kept going on and it kept going on.
14:07 And I took the job
14:08 and for four and a half years, I was miserable.
14:10 So you need to think about what types of organizations
14:13 you work for, what are the cultures gonna have?
14:15 But most importantly,
14:16 what skills do you need to be successful
14:19 where you want to go?
14:21 And now's the time to polish up on those.
14:23 Take a course, take an online course.
14:27 We've got lots of those.
14:28 Yeah, talk to Suffolk alumni,
14:33 talk to whomever you have to.
14:35 Talk to all of the people in your LinkedIn network
14:38 and see what is it that it takes to be successful.
14:41 <v ->So what I'm hearing is is that there are companies</v
14:43 that are hiring and you can...
14:45 So pay attention to that,
14:46 do your research and then really figure out,

14:49 do some self reflection and figure out what are the skills
14:51 that I have got already that I can contribute.
14:54 So by the way,
14:55 the questions that I'm asking are questions
14:57 that people have asked us in preparation for this webinar.
15:00 So if I haven't gotten to the questions
15:02 that people have posted yet, we will,
15:04 but some of the questions that we've got
15:05 are questions that people have already asked.
15:08 So Jane, I'm gonna start with you
15:09 and you think about a job hunting strategy.
15:12 You said do something every day.
15:15 So what would you do today, tomorrow?
15:16 Like what would your week look like?
15:18 What could be a good effective job hunting strategy
15:20 for anybody who's been laid off
15:21 or for full-time MBA students that are about to go out
15:24 into the job hunt?
15:25 What would your strategy, what would you recommend?
15:27 So I'm glad that you said,
15:29 what will you do each and every day
15:31 because it has to be something each and every day
15:33 and really thinking about it.
15:36 I would definitely start cause this is how I live my life,
15:39 first start off with self-care and self-care
15:42 is make sure that you're eating right,
15:44 make sure you're exercising,
15:45 making sure whatever you need to do to keep yourself
15:48 grounded because it's gonna be a journey.
15:52 I would also start to really think to add to Joe,
15:56 really do that assessment.
15:58 You gotta really think about what is it I want,
16:00 what do I wanna do, where do I wanna do it?
16:03 Get your marketing materials ready, your resume.
16:06 And then you wanna be thinking
16:07 of your strategy of networking.
16:11 And I'm not talking networking, looking for a job,
16:13 I'm really talking about, especially during this time,
16:17 because this time is a good time for you to be thinking of
16:21 who do I wanna connect with.
16:23 And so I'm gonna go back to the BBJ
16:25 with looking for companies that might be a good fit for you.
16:29 The BBJ has a book of lists,
16:32 which gives you companies in all different industries.
16:35 Do your research of what companies
16:37 might you be interested in learning more about,
16:41 wanting to know someone that works there
16:43 and think about who do you wanna be connecting with.
16:47 And the same token,
16:48 what is it that you need to do to develop
16:51 in your networking strategy?
16:52 So we're talking about networking,
16:54 there's a 30 second commercial.
16:56 So it's really about getting all of that collateral first

17:01 and then make sure that you do a to-do list.
17:05 For some people, the to-do list, I'd be like,
17:08 ah, that would drive me crazy.
17:11 But to do the to-do list because at the end of the day,
17:14 you wanna feel like you've accomplished something.
17:17 Give yourself goals that you know that you will accomplish.
17:20 So I'm gonna call and talk to three people today.
17:22 Well, that might be not the most possible thing,
17:26 but if you research two companies,
17:28 so it's developing a realistic plan, self-care,
17:31 realistic plan, check it off, get a buddy.
17:35 I would absolutely find a buddy.
17:37 Now, if you can, work with the career centers
17:40 in your colleges to help you get yourself ramped up,
17:44 but really do the assessment and also on LinkedIn,
17:50 that could be another whole class in itself
17:52 of how to do virtual networking on LinkedIn.
17:55 But as you see now,
17:56 the strategy goes from the strategy down
17:58 to a little bit of tactical.
18:00 Very cool, thank you.
18:01 Diane, what are you all recommending people do?
18:03 Have you changed your recommendations
18:05 in terms of the job hunter?
18:07 A little bit.
18:08 So the people who are getting jobs
18:12 are the ones that are looking for them.
18:14 So to Jane's point, have a plan
18:16 and work your plan every day.
18:20 So one of the things we're recommending when they network
18:23 is to reach out with empathy.
18:28 Because you don't know who's sick,
18:31 who has a family member who's sick
18:33 and just to be very sensitive to the individual
18:36 on the other end, when you're reaching out to them.
18:39 And if you don't hear back, don't take it personally.
18:44 As a leader in the company I work for,
18:46 I can tell you a lot of my time is spent
18:49 on contingency planning and being sure
18:52 that our employees are safe and that our customers are safe.
18:55 And so just know that there's a lot of that energy going on
18:59 right now and to acknowledge it when you reach out.
19:03 The other thing we're advising with networking
19:06 is focus on the people you know,
19:08 as opposed to the people you don't know,
19:10 because you'll get a higher hit return.
19:13 People you know
19:14 will be more willing to spend some time with you right now.
19:18 And there's a little acronym, it's AIR.
19:22 And when you reach out, think about three things.
19:26 Think about advice,
19:29 think about information and think about referrals
19:33 and ask for 10 to 15 minutes, no more.
19:37 Oh wow, so a lot shorter than usual.

19:39 A lot shorter than usual.
19:41 And I just had someone in my network reach out.
19:43 She texted me one morning two weeks ago and said,
19:47 would you meet with someone who I'm trying to get networked?
19:50 And I love helping people so I said yes,
19:54 but can we do it in two weeks?
19:57 Because right now is not the right time for me
19:59 to give that person my best attention.
20:02 So just know that there's so much going on for the person
20:06 you're asking of and just be a little empathic
20:11 and really clear about what you want.
20:13 Not open-ended, just be super clear about what you want
20:16 and you'll get a better result.
20:18 I love the specificity.
20:19 This is really, really useful.
20:21 Joe, how would you add to this?
20:23 I'm with Diane and Jane.
20:26 You have to do something every day,
20:28 but I would actually take it a little bit more farther
20:32 and that is that getting a job is your job now.
20:36 And it needs to be your full-time job.
20:38 A lot of people wait,
20:40 they get some severance pay or whatever,
20:41 and they burn through that.
20:42 They're two weeks left on their cashflow and they say,
20:44 now I need to find a job.
20:46 Look, the interview cycle takes a month anyway.
20:50 So get started right away,
20:51 focus on it every day and make it your job.
20:55 Get into your home office at eight o'clock in the morning,
20:57 work until 10, take a break, go back to work,
21:01 work until lunchtime, take your lunch, go back.
21:03 And you're doing all kinds of things.
21:04 As Jane said, you're searching for companies,
21:06 you're looking at them, you're researching them.
21:08 You're trying to figure out your own values.
21:11 How do your values fit into the place that you wanna work
21:14 and really set that thing up,
21:15 but it's really about focusing in
21:18 on trying to find a job and working it very hard every day.
21:23 And those are the people that get the jobs fastest.
21:25 There are a lot of people that our companies
21:28 that are hiring.
21:30 The company that I work for, Logitech,
21:32 makes all these headphones and webcams
21:34 and all that stuff that we're all using today.
21:38 And these are companies that are doing great
21:40 even though everybody else.
21:42 And 100% of Logitech's employees
21:45 have been working from home for six weeks.
21:49 There are things going on right now in companies,
21:52 they're just a little bit different
21:53 and you have to find a way to navigate through them.
21:56 And you have to connect into some of those companies and try

21:58 and figure out the best way to approach them.
22:01 And for those of you who are students
22:03 and you can't do full-time work
22:05 cause you're still in class,
22:06 I would suggest just think of it as another class.
22:09 So getting a job is another class.
22:11 Other thing I would say is for those students
22:13 who aren't tech savvy,
22:15 tech companies don't just hire technicians and engineers.
22:19 They hire a lot of other people.
22:20 They still need accountants.
22:21 They still need people who are marketing.
22:24 They still need sales.
22:25 So there's tons and tons of jobs
22:27 in these companies, even though you may not be
22:29 in a STEM background.
22:31 So don't avoid them just because that's not your background.
22:35 And don't only pick one company.
22:38 It's a numbers game.
22:39 You gotta go after a lot of companies.
22:42 That's what I was telling my son last year
22:43 when he was hired.
22:44 When he was networking before it was even this pandemic,
22:47 I was like, look, it's a numbers game.
22:49 It's about volume.
22:51 So the next question and Diane, you actually introduced this
22:54 a couple sessions ago,
22:55 but I wanna start with Jane.
22:59 How do you look at furlough versus laid off as different?
23:04 We were definitely talking about.
23:06 So for those people on the call,
23:08 some of you might have been furloughed from your company,
23:12 some of you might have been laid off and some of you
23:14 may have no effect at all.
23:16 The word furlough means very different things
23:20 to different companies.
23:22 And my suggestion is if you have been furloughed
23:26 and don't understand exactly what that means,
23:29 I call the parentheses,
23:31 you wanna make sure you're clear on that
23:33 because the furlough could mean
23:35 that you're going to be furloughed maybe for four weeks
23:39 and the four weeks says at that time,
23:41 we're going to look at determine if indeed
23:44 you're gonna be hired back.
23:46 Furlough could be
23:47 we're just using that terminology because we want you
23:50 to have access to some of the benefits that are out there.
23:54 So for those who are furloughed,
23:56 laid off is essentially laid off with no real intent
24:00 of hiring you back when the companies get up and running.
24:06 It means usually that you applied for unemployment
24:09 and you're gonna necessarily move on.
24:11 Now that doesn't mean that you wouldn't get hired,

24:13 but I wouldn't have those expectations
24:15 that that's going to happen.
24:17 So what is real important is that you understand
24:20 from your company's perspective, when they said furlough,
24:24 that you clearly know what that means and be aware
24:29 that the company more than likely
24:31 won't be able to give you a definitive because
24:34 we don't know the definitive,
24:36 there's so many questions.
24:38 And to add to that,
24:39 I know this is maybe difficult for some people
24:42 where you want to know at every moment what I'm doing,
24:47 and this is the unknown and where a lot of us
24:50 in the unknown and some of us do well in it
24:53 and some of us don't.
24:54 And while I'm thinking about it,
24:55 I do wanna mention this book.
24:57 The book is Managing Life's Transitions by William Bridges.
25:04 For those of you who are on the call
25:08 who are having a problem or anxiousness around this unknown,
25:14 that's a really great book that can help you understand
25:17 sort of where you're going through
25:19 and what's happening right now.
25:20 =And we actually a signup book in MBA 770.
25:23 For those current graduate students
25:25 who are in that class, we already have the book.
25:27 I love that.
25:31 Joe, what would you add
25:32 and then we'll end with Diane on this.
25:33 I think Jane did an excellent job
25:38 of refining the difference between the two terms.
25:42 And I think that a lot of companies
25:44 are using the term furlough because
25:46 they're very optimistic about coming back
25:48 and coming back very quickly.
25:52 Look, there are companies
25:53 that just are not gonna survive this.
25:55 And those are companies that is using layoffs
25:58 and a lot of times, if you press them,
26:00 it's layoff without recall rights.
26:02 And you should really ask if you have recall rights,
26:06 because then you need to really start focusing
26:08 on what's next for me and dump the anger.
26:10 You gotta get rid of the anger.
26:13 And you just have to focus in
26:14 on how do I make the most of the situation?
26:18 How do I identify where I want to go and what I wanna do
26:21 and be positive about it.
26:26 There's just too much negativity out there,
26:30 and it doesn't get you any place.
26:31 You might as well turn the news off.
26:32 It's not worth it.
26:34 I remember I was laid off many, many years ago
26:37 and a head hunter...

26:39 A really good head hunter was trying to find me a job.
26:41 He sent me on interviews and he said to me, Joe,
26:43 these guys love you.
26:44 They love everything you've done,
26:45 but they say you're so angry.
26:47 You gotta get rid of the anger.
26:49 I put the anger away
26:49 and I got the job on the next round of interviews.
26:53 So you gotta think about that.
26:54 You gotta think about this didn't happen only to you
26:57 and you have to think about it as an opportunity
26:59 for the future.
27:00 I like that, it's not personal.
27:02 I like that.
27:02 Diane, what would you add?
27:06 So just two things.
27:09 With furloughs, I mean,
27:11 I actually had to do some research on the topic
27:13 because it's not something
27:14 that we were terribly familiar with,
27:17 but we're advising our candidates now
27:20 to use it as an opportunity to rescale and upscale.
27:24 So take advantage of, oh my gosh,
27:26 there's so much free content out there right now.
27:29 You could spend your whole day taking webinars.
27:33 So keep yourself educated and up to date.
27:36 The other thing you might think about is
27:40 as opposed to a permanent job landing permanently
27:44 is what can you do on a contract basis?
27:48 So we're seeing some companies rescind permanent offers
27:52 and offering a contract situation for the time being
27:57 until things settle down.
27:59 And so that's a good thing to just kind of expand the
28:04 what I call the art of the possible in terms of
28:07 how you can keep yourself engaged and earning an income,
28:11 just doing it in a interim way if you will.
28:18 So we're seeing that happen
28:19 and that's what we're advising our candidates.
28:23 Cool, this is also helpful.
28:25 I've got a bunch of questions that were sent ahead of time,
28:28 but also there's a bunch of questions
28:29 in the Q and A around internships.
28:31 Would you suggest them doing anything differently
28:33 when it comes to internships versus jobs?
28:35 So a lot of the MBAs are looking for internships
28:37 in the summer before they finish up their program
28:40 in the fall.
28:41 Thoughts on internships?
28:43 Is it the same as getting a job?
28:45 Is it something different and Joe, I'll start with you.
28:48 Yeah, I mean, I think internships
28:51 are an incredible opportunity to get into a company
28:54 and show them what you can do.
28:56 The problem is and particularly now,

28:58 there are gonna be so many people
29:00 applying for these internships.
29:02 So you have to focus in on what it is you offer
29:05 and how you can be a game changer in the organization.
29:08 You're not gonna get an internship by just sending
29:10 a resume letter or even a portfolio package
29:14 of your work or whatever.
29:15 You're gonna have to actually dig for it
29:17 and work hard for it.
29:19 And explain to the firm exactly what the internship
29:23 brings you as well as what you can bring the internship,
29:26 bring the company and they're out there.
29:29 They're still out there.
29:29 I know a number of companies that have laid off people,
29:34 move people to contract work.
29:35 Out here in California, startups are very common
29:38 to use contractors instead of full-time people
29:40 because of the cost,
29:42 but they're also not reducing their internships.
29:46 Really, that's cool.
29:50 Diane, do you see anything in this space?
29:52 You might not see as much, but--
29:54 I don't see as much, but I'll just remind everyone
29:57 on the call that four weeks ago,
30:01 there was a global talent shortage.
30:08 And internships, companies who have them
30:13 should absolutely keep them because that's your talent pool
30:16 that you can nurture and when this economy turns around,
30:20 there's your staff.
30:22 So go for it, do it.
30:24 And while you're in your internship, network like crazy.
30:29 Whether you wanna stay with that company or not,
30:31 just have people know who you are
30:34 once you've landed that internship.
30:36 Treat it like a job search while you're in the internship.
30:40 Very good advice.
30:41 Jane, what would you add.
30:43 I would add that if there is a company
30:46 that you want to have an internship with,
30:49 that's now where you want to be doing some research
30:53 at that company,
30:54 find someone that works there
30:57 that you can have a informational meeting.
31:00 As Diane said,
31:02 ideally you wanna start with people you don't know...
31:05 I mean you know,
31:07 but it's all about talking and so it's about networking,
31:10 but I guess, Jodi,
31:11 this is the time that I'm gonna do my little self-promoting.
31:14 This wonderful book that I just wrote--
31:17 Put it up more so everybody can see it.
31:20 Actually, it looks like it's coming across backward.
31:22 It's not, just to you, to us we can see it.
31:25 The title of the book is called You, You, Me, You,

31:30 the Art of Talking to People,
31:32 Networking and Building Relationships.
31:35 And the reason on why I wrote this book
31:38 because in my work working with job seekers,
31:41 I realized that in their networking,
31:44 which is building relationships, they knew how to AIR,
31:50 ask for advice, ask for information, referral,
31:53 but what they missed was developing the relationship
31:55 with the person first.
31:57 So I wrote the book that it's not about me.
32:00 It's about you, it's about you,
32:02 then it's about me then it's about you.
32:05 And strong advice.
32:07 If you really want to get into a company, I believe,
32:11 I believe in every one of you on the call
32:12 that you can do it, but it's gotta be a focus
32:16 on the relationship first.
32:17 And yes, it is available on Amazon, shameless promotion.
32:25 Well, and I also wanna add...
32:26 I was thinking as all three of you were talking is that
32:29 sometimes this can feel difficult and challenging
32:31 for those people who are introverted.
32:33 And you look at it as a you, you, me, you,
32:36 actually it's not that hard.
32:37 It's easier talking more than you.
32:39 So even introverts can be quite good type of approach.
32:44 Absolutely, and that's exactly what I say.
32:46 You don't have to talk, you ask another person to talk.
32:48 Throw the question, it's kinda like my role right now.
32:51 Exactly, exactly.
32:55 Another thing I wanted to bring up
32:56 for those students who are looking for internships,
32:59 but also people who are maybe looking for a job,
33:02 as you are in these informational interviews
33:03 and you hear people saying that they have this need
33:06 and they don't know how to fill it,
33:08 if you're willing to do some unpaid work,
33:10 you might be able to package something up and say
33:12 this is a project that I could take on for you.
33:15 And I'd be happy to...
33:16 Like there are ways that you can do it.
33:17 I'm not suggesting that you go out and work for free,
33:19 but in this time it may be a way to get your foot
33:21 in the door.
33:22 Wouldn't do it for a long period of time,
33:24 but it's something that I think you can craft.
33:26 It requires you to use some of those thinking skills,
33:29 those MBA thinking skills to think in the moment,
33:32 but it's the listening
33:33 that's really gonna make the difference.
33:35 Jodi, can I just add one comment to that?
33:37 So with that said, that's absolutely right.
33:39 You can maybe maximize the opportunity for yourself,
33:42 but let's say you don't have anything

33:44 what they're looking for.
33:45 This is the time to say I have a colleague,
33:49 I have a friend that I think would be a great fit for this.
33:54 I'd love to make an introduction for you.
33:56 You're giving back and that person will remember
33:59 because you help them fill a need
34:02 and now you've built this relationship
34:04 of not taking, but giving.
34:07 That's a great point.
34:08 So I'm gonna last ask one last question
34:11 and then I'll open it up,
34:12 we'll start getting to the questions
34:14 that are in the space here.
34:17 Somebody asks you think about changing jobs.
34:19 Is it worth it or should everyone just stay put.
34:22 What are you thinking, let's start with Joe on this one.
34:25 Look, if you're unhappy in your job,
34:27 you have a responsibility to yourself to change your job.
34:33 And there are very few times in your career
34:38 where it's going to be actually probably easier
34:41 to change your job than right now.
34:44 Particularly if you're sitting at home,
34:45 you've been furloughed or laid off,
34:46 you have a lot of time to think about
34:48 what you really want out of your career,
34:51 what things you need to look at.
34:53 I look at your career as a brick wall.
34:55 You build the bricks, each brick is a learning
34:59 or something that has an experience.
35:04 And so your first job, when they lay bricks,
35:07 they don't lay bricks 10 feet or a hundred feet at a time.
35:11 They go five rows or six rows
35:13 and they let it sit for a little while
35:15 and they let the mortar harden
35:17 and so the wall become stronger.
35:19 And then you add on another course,
35:21 and then you add on another course.
35:22 That's how you should think about your job.
35:23 So your first job is your foundation.
35:26 You're starting to think about what I need to learn
35:28 and who I need to know and what network I do.
35:30 And then you get to the point where you say, okay,
35:32 I'm ready for my next course.
35:34 My mortar's hard, I know what I'm gonna do,
35:36 and you move to the next course.
35:38 And so you're sitting down during this time of
35:41 when everybody else is...
35:42 A lot of people are crying and you're saying,
35:46 how do I find out what those experiences need to be?
35:49 What bricks do I need to add to my wall?
35:52 And so I think this is a great time.
35:54 If you really wanna change jobs,
35:56 this is a great time to do it.
35:58 That's sage advice here.

36:00 Diane, what do you think?
36:03 I don't think there's one right answer here.
36:05 Honestly, so much is driven
36:07 by personal circumstance and practicalities.
36:11 So what we are saying to our candidates is
36:15 it's this job versus perfect job.
36:18 And if you need to pay the rent,
36:22 go for the job or stay in the job, but just know that
36:26 your life is like a book with lots of chapters.
36:32 And this is just a moment in time.
36:35 So if you're not in your ideal job,
36:38 just stay focused on the big picture.
36:41 I'll be clear about what perfect job is
36:43 and you'll get there.
36:46 You'll absolutely get there, this is not forever.
36:49 I like that idea.
36:51 It isn't forever.
36:52 We're all in this and we're all experiencing it
36:54 and this too shall pass.
36:56 Yes.
36:57 Which is really a great way to look at it.
36:59 Jane, what would you add?
37:01 I would add if someone said, I wanna look for a new job,
37:04 I would clearly say so tell me why you wanna leave.
37:08 What are you not getting here
37:09 that you're looking for in your next job?
37:12 Because it might be this automatic sense of
37:17 it's not safe here, I better jump to something else.
37:20 So similar to what Diane and Joe were talking about
37:23 is really knowing the reasons why.
37:25 And if there are some really good reasons,
37:29 then what the time to do during this time
37:32 is to evaluate where that's going to be.
37:35 Really identify the values.
37:37 We've been talking a lot about assess
37:40 and make sure it's the right, but it really is true.
37:42 You've gotta understand a lot of what's the right type
37:45 of culture that you do the best work in.
37:48 And so you don't wanna just go look for the job.
37:50 You've gotta understand some of the rationale.
37:52 So I'd ask them a little bit of the reasons why,
37:57 and making sure that it's a good sound reason
38:00 to Diane's point about it just may be the time to sit still,
38:05 but sit still means I'm not gonna apply.
38:07 It doesn't mean sit still
38:08 that you cannot still do your research.
38:11 This is the time to really do a lot of that
38:14 cause once you go back to work,
38:15 you're gonna go really back to work.
38:17 You're busy, exactly.
38:19 There's no time, I think that's a good point.
38:23 I wanna just add one more visualization
38:25 back to this auto racing thing.
38:26 You come out of the corner, you're at one apex.

38:30 You've looked at another one and you're on a straightaway
38:32 and you're going as fast as you can get there
38:35 and there's an accident in front of you.
38:38 The normal inclination,
38:40 especially if you're on route three or something like that
38:42 is hit the brakes
38:43 and slow down and try and find a way around.
38:46 But what racing drivers do is they hit the gas
38:49 and they go through it because the highest--
38:51 Through the accident?
38:52The highest percentage is that there's more air
38:55 than there are cars.
38:57 So then they figure out a way around the accident.
38:59 So you go through it because the lowest percentage
39:03 is you're gonna hit something,
39:04 the highest percentage you're gonna get through it
39:05 and then you're ahead of the crowd.
39:07 When the yellow caution comes on,
39:09 everybody else is behind you and slowed down,
39:10 but you're ahead of the crowd.
39:12 That's what I would say to people that say
39:14 I wanna change my job, is this a good time?
39:16 I'd say there's never been a better time.
39:20 Well, one of the questions in the area is
39:22 what's the best way to stand out from the crowd.
39:25 All three of you really spoke about this numbers game
39:28 and the fact that there's gonna be a lot of people
39:30 applying for every job.
39:32 So how would you recommend the people stand out?
39:36 Like what can they do to market themselves?
39:38 And Diane, I'll start with you.
39:41 <v ->Well, this might be obvious,</v
39:43 but LinkedIn is one of the most powerful tools.
39:47 So being sure that your LinkedIn profile is updated.
39:54 You have a good professional picture.
39:58 You're getting recommendations from folks.
40:00 It's one of the most powerful tools out there.
40:03 I got my present job through LinkedIn from a recruiter
40:07 that was out on the west coast and I live on the east coast.
40:11 And I use it myself in recruiting.
40:13 So make sure that your public persona
40:18 is the way you want it to be
40:20 and the way that we'll...
40:23 Using the right buzz words and I would focus my energy there
40:29 in order to stand out.
40:31 Cool, Joe, what do you think?
40:33 I would focus on my...
40:35 And really drill down on the job that you want
40:38 or the job you're applying for.
40:41 You're not gonna get it in today's environment
40:43 and when we come back,
40:44 you're not gonna get it by sending a generic letter
40:45 or sending a resume in or whatever,
40:47 you've gotta get through all those filters.

40:49 Especially when people are working from home,
40:51 they need every technological advantage they can have.
40:54 They've got every filter on the computers
40:56 that are getting that.
40:57 If you don't have all six keywords,
40:58 you're not even coming up to even be looked at.
41:02 So you really need to take the time, research the companies,
41:04 research the jobs, go to LinkedIn and find out if you can,
41:08 who the hiring manager is
41:11 and really understand what the company wants
41:14 and where they wanna go
41:15 and how you can actually be benefit to them
41:17 rather than just somebody through a pile of resumes.
41:22 Really, really focus.
41:24 What do you think, Jane?
41:25 So when they say stand out, I'd be saying to you,
41:30 so talk to me about what differentiates you,
41:33 because to stand out, I gotta know what that is.
41:38 So as I think about your colleagues in your industry,
41:43 what is it that you have that they don't have
41:46 both from a head and the heart,
41:48 because I'm a head and heart person,
41:49 from the head from the functional skills.
41:52 So what functional skills do you have
41:54 that your other colleagues don't
41:57 and also what are some of your softer skills that you have
42:00 and then is that what the market needs?
42:04 So you've gotta really get that down first
42:06 before you even can think of standing out
42:09 and then you make sure...
42:11 Cause you have to know that yourself,
42:12 you clearly have to know,
42:13 and then Diane, I'm with you with the LinkedIn.
42:17 LinkedIn, LinkedIn, LinkedIn,
42:19 you have to know how to use LinkedIn the most effective way.
42:23 And so if you don't know how you stand out,
42:25 you can't go and put that on LinkedIn.
42:28 So that's what I would do for us just to say.
42:31 I'd say to you, how do you stand out?
42:33 How do you differentiate?
42:35 And this is when you've gotta take
42:38 all the emotion part of it
42:40 and really let's think about what you do really well.
42:43 And let's feel it inside each other, inside yourself,
42:47 because if you don't feel it and think it,
42:48 you're not gonna be able to project it.
42:51 And when you do that, you're gonna stand out.
42:54 You're gonna feel it and know it.
42:56 Well, and I like the fact that you brought in
42:57 the heart thing and I think this builds on what Diane
42:59 was saying earlier about empathy.
43:00 It's like right now, more than ever,
43:02 people are really needing some of the heart piece,
43:04 but they also wanna know that you're a real person,

43:06 that you're not just all about you
43:08 and this comes back to the you, you, me.
43:10 You're not showing that heart in the middle of all this,
43:12 it's like, people now will be like, oh, you're heartless.
43:17 I'm not gonna get you a job.
43:18 So with that said, I'm gonna say to everybody
43:20 on this call, if you're asking for a networking meeting,
43:23 if you're interviewing, you start off with them first,
43:28 don't start off with what you want.
43:30 You start off with I wanna thank you for even thinking
43:34 of having a conversation with me.
43:36 I can only imagine how difficult it must be for you
43:40 and your organization during this challenging time.
43:43 That right there is gonna say, wow,
43:45 that was the first line about me
43:48 and I can't stress that enough.
43:52 Just remember Jodi that trying to find a job today
43:56 is like standing on a busy street corner
43:58 in a busy city someplace you're trying to get
44:00 across the road.
44:01 There's all kinds of noise, people,
44:04 automobiles and everything in your way.
44:06 In order to be able to get there and be able to stand out,
44:09 you have to have clarity
44:10 and you have to be able to communicate.
44:12 So I think I'm seeing a lot of questions about the fact
44:15 that people have been searching for months.
44:17 People aren't getting callbacks,
44:19 people are not getting interviews.
44:21 And what I'm seeing in these questions is
44:26 two things I'm seeing, how do you deal with the reject...
44:29 Not the rejection,
44:30 but the disheartening feeling
44:32 like it's just like no silence.
44:34 It's like, you're not even getting feedback,
44:35 it's just pure silence.
44:37 And then like bills don't stop coming, rent is due.
44:41 How would you help people think about that?
44:45 And I'll just open it up for anybody to jump in.
44:48 It's a tough time for a lot of people and there's silence.
44:53 Look, I think if you've been looking for job for months,
44:57 there's something wrong other than just this kind of crisis.
45:00 You're not getting across to the employer
45:03 or you're not getting across to the hiring manager
45:06 with what your capabilities are
45:07 and how you can be a benefit to them.
45:09 So I'd go back and relook at all my paperwork,
45:12 look at how I'm approaching the jobs.
45:14 Am I looking for the right type of jobs
45:16 and really be honest with yourself.
45:19 And then you even have to do that with today's environment
45:22 cause today you've gotta get through,
45:24 you've gotta be able to break through and convince
45:27 that hiring manager

45:29 that you're gonna help them get out of this.
45:31 And it takes a different set of skills today.
45:37 To add to that, one of the things that I would say
45:40 to clients and this is sort of a different type of mindset
45:46 as I talked about the positive,
45:48 but don't judge the silence.
45:51 As easy as that is, and even as I say it,
45:54 don't judge it because when you do,
45:57 you're gonna start thinking all these things in reality,
46:00 none of them are true.
46:01 It's sort of like,
46:02 they didn't like how I wrote my cover letter.
46:04 I didn't come across.
46:05 In reality, they're probably not even thinking of you.
46:08 So try not to judge the silence.
46:11 Expectations, you need to expect
46:15 that you probably will not hear from people
46:18 if you aren't a good fit.
46:19 It's just the way it is.
46:21 Unfortunately, we've got the applicant tracking systems
46:24 that we have to get through.
46:26 And if you think about it,
46:29 in order for me to get to you, the human,
46:30 I gotta go through a system to get there.
46:33 A system that's going against us.
46:38 And so when I'm working with clients,
46:40 my goal is always to help you get around those systems.
46:45 And so if you are spending your time
46:47 applying for jobs online, it's not gonna work.
46:51 You've got to be out there having conversations with people.
46:54 Kids stress that enough because if you're using
46:57 the job search by applying for jobs and just doing that,
47:01 your feedback is going to be negative.
47:03 It's going to be none or negative.
47:05 And so it's evaluate the strategy,
47:07 balance it by always having some conversations with people.
47:13 When I first started trying to find jobs
47:16 a million years ago, I would say that I probably received
47:21 80% letters back saying
47:25 we're sorry we decided on somebody else or whatever.
47:28 My daughter recently graduated from law school
47:31 and had to find a job.
47:33 If she got 5% of the people sending her a note,
47:35 telling her that the process was over
47:37 and they picked somebody else, I was surprised.
47:41 It's just not something people do anymore.
47:44 And so don't be offended if you don't get a response back,
47:50 written response or an email or something like that,
47:53 but you still need to look at yourself and say,
47:55 why wasn't I a good candidate for this job
47:57 and try and improve.
48:00 Actually, you know what Jodi,
48:01 I do wanna talk about mention just job scan
48:06 for people that are on the call.

48:07 If you don't know about job scan is,
48:09 you wanna look that up
48:10 because that gives you an opportunity to put your job,
48:15 your resume and the job description into
48:18 a database or not a data,
48:20 a scan where it scans and tells you
48:22 how qualified you are for that.
48:24 That could be a good help to what Joe was saying.
48:27 How do you get through the machine?
48:32 J-O-B, J-O-B, S-C-A-N-N, job scan.
48:37 Cool, thank you.
48:38 We've got some people...
48:39 Somebody asked about helpful resources like BBJ,
48:41 but in other areas like New York City or San Francisco,
48:43 every large metropolitan area
48:45 has their own business journal
48:47 and all of those are available at the Suffolk library
48:49 if you're a current student,
48:51 but every single solitary major city
48:53 has their own business journal.
48:54 So just look at it and read it and become expert.
48:58 I'm seeing a lot of things about this, again,
49:00 I think circling back to this idea of
49:04 I can't seem to be seen by anybody.
49:06 I can't seem to actually get through to talk to anybody.
49:08 So even though they've looked at what they've been trying
49:11 to do, and they feel like they have a match,
49:13 they can't seem to get past this wall.
49:16 Diane, I wonder if you have any thoughts.
49:17 When you think about...
49:18 Sometimes I'm sure you have a lot of people
49:19 who've been laid off for a really long time
49:21 and they're experiencing this.
49:22 How do you advise?
49:24 Well get some feedback.
49:27 So you have a plan, you have a resume,
49:31 you have a process for reaching out.
49:34 Find someone you trust, hire a career coach,
49:37 get some feedback.
49:39 Have another set of eyes looking at your LinkedIn.
49:44 So I would advise that and I'll go back to something
49:46 I said earlier.
49:50 Reach out to people you know.
49:53 The recruiters and the hiring managers are getting flooded.
49:57 And so up your chances of getting noticed by networking
50:02 through who you know.
50:04 Most jobs are found through one's network,
50:08 as opposed to a blind applicant.
50:11 So that would be my two pieces of advice.
50:15 There was another question here
50:17 on how to form connections,
50:19 because right now everything's online and in person.
50:23 Zoom has a free...
50:24 You can get Zoom for free,

50:26 do not do telephone calls anymore, do a Zoom call.
50:30 I cannot tell you the power of looking at somebody
50:34 versus hearing somebody.
50:37 So if you can't meet them in person, now they've got a face.
50:40 Now they can see your energy.
50:41 They can see who you are.
50:43 So just get yourself that free Zoom account,
50:45 and they will reach out and when they say, yes,
50:48 I'm willing to talk to you,
50:49 set up a Zoom link and send it to them straight away.
50:52 Can't think of a better way to do it.
50:56 Another question is on the furloughs
50:58 and I think it's a quick question.
51:00 Does anybody know furlough people can actually apply online?
51:04 I'm sorry, can get unemployment benefits, correct?
51:08 Do any of you know, if you don't know, we can check.
51:10 I think it's probably state by state.
51:11 It's probably state by state.
51:13 You're gonna have to look.
51:14 That's a very good point.
51:16 What job searches should I use to find a job
51:19 and should I use a head hunter in the current market?
51:22 What are your thoughts on that?
51:24 Anybody, or doesn't matter?
51:30 I think if you've got a head hunter
51:32 that you've worked with and has the right connections
51:35 and everything like that, it could be useful.
51:37 I wouldn't count on it
51:39 and I would definitely not use a head hunter that you pay.
51:48 You want somebody that the company's paying and
51:52 you have to be really careful.
51:54 There's a lot of people out there which will promise you
51:58 the world and it's hard to deliver.
52:00 You're the one that has to get the job, not the head hunter.
52:03 I think that's good.
52:04 So we have time for one more question,
52:06 and then Lauren's gonna show you some resources
52:08 that we have online.
52:10 Somebody wrote in I'm gonna catch 22.
52:13 Either I have too much experience for some roles,
52:15 but not enough for others
52:16 and it seems like right now people are looking
52:18 for perfection in the hiring role.
52:21 Any thoughts on that?
52:23 Jane, you wanna jump in?
52:26 And so when I hear I have too much,
52:30 that to me sends a signal
52:31 that are you applying for the right level?
52:35 Here's the deal that if you have 20 years experience,
52:40 let's just say,
52:41 and you're applying for jobs that are looking
52:43 for five to seven, seven to 10, even in some cases,
52:47 because you say I have enough experience,
52:50 but I have more, companies are looking for the exact match.

52:55 So it's nothing to do with what you don't have,
52:58 it's really that they don't need all of what you have.
53:02 So targeting the right level becomes important
53:06 because if you don't,
53:08 then you're more than likely gonna get sort of pushback
53:12 with you're overqualified, you've got too much.
53:15 So applying for the right role is very, very important,
53:20 but it's also about making sure you have those conversations
53:23 with people in organizations to help you as well.
53:27 To build on that, if you apply for a job
53:29 that's many layers below,
53:31 people are gonna start to say
53:32 why are you applying for this job?
53:34 What happened in your job and for me,
53:37 what I recommend to people do is to try and find a job
53:39 that's just a little bit below the one that they had,
53:42 just a little bit so that when they hit the ground running
53:45 in the first 30 days,
53:46 they look like a superstar
53:48 cause they know what they're doing.
53:51 And then you'll move up ahead
53:53 and it happened to me, it happened to me personally,
53:56 where I called a good friend of mine.
53:57 I said, look, they're offering me this job,
53:59 but it's below the job that I have now.
54:02 And he said, well, go there Joe,
54:03 and show them what you can do.
54:05 I got four promotions that same year.
54:07 So it's a context sensitive thing and look at it.
54:11 But don't dive down too deep.
54:15 So any closing words before we turn it over to Lauren
54:18 to show some resources that we have
54:19 that the career services has online.
54:21 So I'll start with Diane, any closing words and thoughts.
54:26 So I'll just go back to something that Jane said
54:29 about your plan and it's this.
54:31 And I tell my team this,
54:33 this is a stressful time, there's no question.
54:36 So prioritize your wellbeing,
54:39 make that a priority and take good care of yourself
54:42 because when you take good care of yourself,
54:44 you're gonna show up as your best self.
54:47 Very cool, that's great advice, Joe.
54:51 I think it seems like it's a disaster,
54:55 but it's not, it's an opportunity.
54:58 Drive through the wreck, be ahead of everybody else,
55:02 but really want to pay attention to where you're going
55:05 and stay focused on it.
55:07 Jane.
55:09 And last but not least to combine all two together that
55:12 it's continue to have faith, number one.
55:16 Confidence in yourself that you are all valued employees
55:22 who have something to offer an employer.
55:26 The situation right here has nothing to do with you,

55:29 your capability, your ability
55:31 to contribute to an organization.
55:33 You will find the next opportunity.
55:36 Believe in that cause I know I believe in it for you.
55:40 Thank you, so we're gonna hand it.
55:42 Everyone, thank the panelists.
55:44 Hopefully you all got some good stuff out of it
55:46 and some very specific tactics to just press on
55:50 and do something every day.
55:52 The panelists will stay on for a couple of minutes
55:54 if you have some questions,
55:55 but I'm gonna hand it over to Lauren first,
55:56 she's gonna screen share and show you some of the resources
56:00 that the Suffolk Career Center has
56:02 to help you in your job hunt, Lauren.
56:04 Well, hi everyone.
56:05 My name's Lauren Gray.
56:06 I'm one of the associate directors
56:08 in the career development center at Suffolk University,
56:11 and this was all great advice and definitely
56:14 the kinds of things that we tell our students,
56:16 as well as some other helpful things.
56:18 So I just wanted to...
56:20 I'm going to share my screen.
56:21 I need to put together a couple quick things for you here.
56:26 So I'm gonna pull this up.
56:28 And so just a few things
56:30 that I wanted to draw your attention to here.
56:34 So we do have...
56:36 The first one
56:37 is just the career development center website here,
56:39 suffolk.edu/careers.
56:42 I'm gonna show a couple things on here.
56:44 So we do meet with students, we meet with alums.
56:49 We have a number of different resources that are available.
56:52 We just started a chat.
56:53 So if you have some questions for us, you can chat us there,
56:57 but we do have resume and cover letter templates
57:00 and resources on there, job and internship search.
57:02 If you do wanna meet with us,
57:03 we have information in here about
57:05 we have a landing page now where how you can find us
57:08 and how you can get connected
57:10 and then as well as some of those
57:12 virtual resources involved and going global
57:15 and LinkedIn learning and some of those things
57:18 that we have available so that's the first thing.
57:20 Another resource, so for anyone that is a current student
57:23 or a recent graduate that is on Handshake,
57:26 there are a lot of job opportunities
57:28 that are available on Handshake
57:29 and we were looking earlier today in a staff meeting
57:33 and we saw that there were many, many employers
57:35 that are active,

57:36 that are currently posting things now.
57:37 Some are virtual, some are in person,
57:39 but Handshake is also put together just for everybody
57:42 that's looking a landing page here
57:44 called get hired remotely.
57:46 And it's some tips really for students about
57:48 tools that you can use, resources, advice,
57:51 it touches on things like how to do your best
57:53 in a virtual interview, how to impress at virtual fairs,
57:56 how to kinda find a last minute internship.
57:59 And then there's some other things
58:01 about tips from recruiters.
58:02 That's a website.
58:03 It is kinda geared toward the recent graduates,
58:05 but there's some good advice there for everybody really
58:08 given the changes with
58:10 online searching and virtual interviews
58:13 and all of those.
58:15 Another thing that I wanna point out is NACE,
58:17 the National Association of Colleges and Employers.
58:20 This is an organization that we belong to.
58:22 It's a membership organization.
58:24 So some of the content here is for members,
58:25 but they have put together
58:27 this Coronavirus COVID update page.
58:29 And what they're doing is every week,
58:31 they're doing a quick poll.
58:33 And so this is a great way to kinda keep on
58:36 the pulse of what's going on with employers.
58:37 So you can see here,
58:39 like for this week they said 64% of employers surveyed
58:43 are not revoking offers, 22 are still considering it,
58:46 things like that.
58:47 And there's a lot of data here about what both colleges
58:49 and employers are doing so this content is free to anybody.
58:52 You can just kind of go in and see from week to week,
58:55 are people still hiring, what's going on with jobs,
58:56 what's going on with this and that.
58:59 And then the last two things here,
59:00 these are websites that have been published
59:04 where people are crowdsourcing, who's hiring,
59:08 who's not hiring, who's rescinding offers,
59:10 who's still going ahead.
59:12 So this first one, it's on github.com/gcreddy42/hiring2020.
59:21 Gonna do that for a second in case you're looking at that,
59:23 but I'll click through and just show you
59:25 these next two sites are very similar.
59:27 So this one,
59:27 it's basically people as they're hearing about who's hiring,
59:30 who's not hiring their marking.
59:32 This has been rescinded, this is canceled.
59:34 And then if you scroll through all these,
59:35 you see they're still on, they're doing remote,
59:38 they're changing the format.

59:40 And then this second one is candor.co/hiring-freezes
59:46 and it looks very similar here where you can see
59:49 these are again they're crowdsourced.
59:51 So you have to kind of take it with a grain of salt
59:52 because maybe one office in one city did freeze their offers
59:56 or rescind their offers,
59:57 but it doesn't necessarily mean every office in every city.
01:00:00 But there are some that you see that are marked
01:00:02 that's still hiring.
01:00:03 Those could be ones to kinda prioritize
01:00:06 versus ones that are definitely saying
01:00:07 they're freezing or rescinding.
01:00:11 So I'll just put those up again so you can see them,
01:00:13 but the last thing I just wanted to mention,
01:00:14 a lot of you have spoken about LinkedIn
01:00:16 and that is a great resource.
01:00:18 And in addition to having your profile be complete,
01:00:21 and really putting your best foot forward,
01:00:23 there's a lot of ways that you can connect
01:00:25 with Suffolk alumni on there.
01:00:27 So there's a couple things you wanna think about.
01:00:29 One is when you go into LinkedIn at the top
01:00:32 in the search bar,
01:00:33 if you type in Suffolk University
01:00:34 and you go to the main university landing page,
01:00:37 on the left side of the screen,
01:00:39 there's a bar with a couple little tabs
01:00:42 and you'll see alumni.
01:00:44 And if you click on that,
01:00:45 then it opens up a page where you can search.
01:00:47 So you can look for people at companies,
01:00:49 you can look for job titles, you can look by region.
01:00:51 So I saw on the questions
01:00:53 a few people were asking about relocating
01:00:55 or maybe changing fields
01:00:56 and that's a great way to say who's in your network
01:00:59 that you can get connected with,
01:01:00 or is a friend of a friend
01:01:02 or contact of a contact that you can connect with.
01:01:05 And then the other thing is to keep in mind
01:01:06 that Suffolk University does have an alumni group
01:01:09 where people do post feeds,
01:01:10 or you can get connect with people and ask questions.
01:01:13 And then also the individual degree programs
01:01:16 also have their own alumni group.
01:01:17 So you can get connected with all the alums,
01:01:20 with your program alums and then kind find people that are
01:01:23 just connected with the university in general.
01:01:27 So I'm gonna turn off my screen sharing but we're happy.
01:01:30 We do drop-ins, we do one on one meetings,
01:01:33 so we're happy to kind of meet with people
01:01:34 and talk through some of these questions as well.
01:01:37 I saw some questions coming in that were pretty specific
01:01:39 and pretty individualized.

01:01:41 And I also would suggest I saw a few coming in
01:01:43 about international services that definitely get connected
01:01:46 if you're fit in or you're about to graduate connect
01:01:48 with international services at Suffolk
01:01:52 cause they'll have kind of the most
01:01:54 up to date information for you.
01:01:57 <v ->So thank you everybody, thank you for coming.</v
01:01:59 Thank you to the panelists for joining us.
01:02:01 If anybody has a last minute question,
01:02:03 we will stay on for a couple more minutes,
01:02:05 but otherwise I look forward to seeing everybody
01:02:08 around campus hopefully in the fall.
01:02:11 So if you're graduated alum, still come back and say hi
01:02:15 and good luck with your job search, stay positive,
01:02:19 do something for yourself.
01:02:21 Have a great day.
01:02:24 Thank you.
01:02:25 Thank you.
01:02:25 Nice job.
01:02:26 Thank you.
01:02:32 I think there was a question on
01:02:34 how to find a job with a lot of experience
01:02:37 if you have 15 to 20 years experience.
01:02:41 Any thoughts on that in this current environment.
01:02:47 The same advice would apply.
01:02:49 It really is targeting.
01:02:51 Apply for the right role,
01:02:53 figure out where is it going to be the best fit,
01:02:55 use your network and maybe you have a larger network
01:02:58 because you're working more.
01:03:00 So make sure you utilize that in the most effective way.
01:03:04 And do a lot of research on the company
01:03:06 you're targeting to see where they're going and
01:03:10 where your experience matches up with where they're going.
01:03:15 I think the rest of the questions are older,
01:03:16 so we will let everybody go and thank you all.
01:03:21 Thank you.
01:03:23 Have a great day.
01:03:26 Yes, you too.