00;00;03;29 – 00;00;29;20
Intro/Outro
Welcome to Career EQ a podcast series focused on helping students navigate the beginning and early stages of their business careers. Your host, Jon Quinn, is a senior lecturer and director of the Consumer Packaged Goods Immersion Program at the Fisher College of Business at the Ohio State University. In each episode, we dive into a topic facing young professionals in today's ever changing business environment.

00;00;29;22 – 00;00;41;09
Intro/Outro
While John may not be an expert in all those areas, his academic and corporate partner guests certainly are. That being said, let's dive into our topic for today and meet this episode's guests.

00;00;41;11 – 00;01;02;28
Jon Quinn
There's an old Jack Benny joke that goes something like this... a father goes to New York to attend a concert. But he gets lost. This is before smartphones, obviously. He spots another fellow who's carrying a violin case. Sir, can you tell me how to get to Carnegie Hall? The musician smiles and says, ‘Practice, practice, practice.’ Getting that first job interview is just the tip of the iceberg.

00;01;03;01 – 00;01;28;27
Jon Quinn
Now what? Obviously, you want to get to the job offer. But first you have to get to round two. So you're going to need to nail that first interview. So how do you do that? How do you increase your odds of getting the callback? Well, practice, prep and practice. Our guests are going to provide us with some advice on how to best prepare for that interview so you can get to that coveted next round and ideally to the final round and offer.

00;01;28;29 – 00;01;48;05
Rebecca Zurek
So hi everybody. I'm Rebecca Zurek. I use the pronouns she/her. I'm a recruiter at Cardinal Health and a Fisher graduate. I also have a career in early talent recruitment, spending a good chunk of time recruiting at Ohio State and the Fisher College of Business, as well as some other companies in the Columbus area.

00;01;48;07 – 00;02;10;03
Ryan WIlhelm
I'm Ryan Wilhelm. I'm a senior career advisor with the Fisher Office of Career Management. I've been at OSU for about sixteen years now, just switched over from to Fisher from a different career services office about five months ago. And I will be just switching this week to work with information systems and accounting students from

marketing.

00;02;10;06 - 00;02;15;08
Jon Quinn
Welcome to Career EQ, Rebecca and welcome back, Ryan. Rebecca, tell us a little about your current role at Cardinal Health.

00;02;15;15 - 00;02;50;14
Rebecca Zurek
Yeah, so I am a recruiter for pharmaceutical warehouse operations at Cardinal Health. Cardinal Health is a is an international Fortune 15 company headquartered here in nearby Dublin, Ohio. We focus on manufacturing and distributing medical products and pharmaceuticals to pharmacies, hospitals and doctors offices across the globe. So as a pharmaceutical warehouse operations recruiter, I am responsible for actually recruiting the individuals who are physically picking, packing and shipping those really crucial products and sending them out to our customers in those different areas across the world.

00;02;50;17 - 00;03;06;05
Rebecca Zurek
Every day I am sourcing, screening, interviewing candidates and working with hiring managers to essentially extend and negotiate different offers and kind of strategically plan with my leadership for different distribution centers all across the country. It's really exciting and really meaningful.

00;03;06;07 - 00;03;13;26
Jon Quinn
Great, great. And Ryan, and you have been with us before at Career EQ but tell us a little bit about the Office of Career Management and what you do there.

00;03;14;04 - 00;03;32;22
Ryan WIlhelm
Yeah. So right now I've I'm working with Information Systems students and accounting students, and what we do is we meet with students one on one. We can talk about any number of things. We can talk about concrete things like resumes, cover letters, interviewing, like we're going to talk about today, but we can talk about other things, right? So what do you want to do with those degrees?

00;03;32;22 - 00;03;56;12
Ryan WIlhelm
Where do you want to end up when you're done? If there's barriers in the way, things like that. Right. And so and we've we've started kind of breaking up our senior career advisors in a way where, again, we're we're kind of targeted towards different disciplines. Right. And so again, from information systems and and accounting. And so what that means not only do I meet with those students, but I also meet with

companies that are looking for students.

00;03;56;12 - 00;04;00;03
Ryan WIlhelm
So there's kind of a a pipeline to that as well.

00;04;00;06 - 00;04;22;03
Jon Quinn
Great. So you might have heard that some of the disciplines that our guest deal with or operations information systems accounting, but really we're going to talk about today applies all disciplines right about an interview prep. So Rebecca, you've been in town equity acquisition for some high profile companies. In your experience, what is the one biggest commonality of all the candidates?

00;04;22;03 - 00;04;25;13
Jon Quinn
The best stand out and move on to the next round?

00;04;25;15 - 00;04;59;00
Rebecca Zurek
Short answer. They're prepared. They've done some self-reflection on themselves. They've put some time into studying the job company and industry, and they are prepared to provide examples that connect the two. In essence, all interviewers, regardless of industry, are trying to answer the same question. Why should we hire you? The standout candidates have thought through what competencies, strengths, skills are required for that position, and they've come to that interview prepared to discuss concrete examples from their own backgrounds that showcase how those skills and experiences align.

00;04;59;02 - 00;05;22;27
Rebecca Zurek
In most cases, a candidate's resumé may be the first thing and really the only information that an employer might have on a candidate. So the interview is really their chance to assess those transferable skills from those experiences that are listed on that resume. So preparation is definitely key and we can very clearly tell the difference between those that have done some preparation and those that are coming in totally blind.

00;05;22;29 - 00;05;45;05
Jon Quinn
So something you said there was interesting we'll get to like preparing for the role, preparing to talk to the company. But you actually started off talking about self-expression and self-reflection. Excuse me? You talk about self-reflection. Can you talk a little bit more about that? Like, how does one prepare from a standpoint of self positioning?

00;05;45;10 - 00;06;17;00
Rebecca Zurek
Yeah. So, I mean, at a very basic level, it's being prepared to discuss everything that's on your resume and how it relates to the job. You know, again, that may be the first thing that we see about you. And, you know, employers want to know what you've done with your time, like what you've spent your energy on. And when it comes to, you know, going through an interview with a job, candidates should be looking at a job description and saying, okay, based on this job description, what competencies am I probably going to be asked about?

00;06;17;02 - 00;06;40;09
Rebecca Zurek
You know, what strengths am I probably going to be asked about? What skills are necessary? And then they look back at the resume and say, okay, where do I have certain things that might align in these areas when you know your story kind of inside and out and know where there are some overlap, you can very easily pick up examples and be prepared to kind of pivot to any questions that might come out.

00;06;40;12 - 00;06;58;01
Rebecca Zurek
So what I typically like to recommend is, again, looking at the job description, you know, highlighting certain things that are specific to competencies and skills, then going back to the resume and going side by side and saying, okay, here's where there might be some overlap. Now what examples can I start to think about that could pull those things out?

00;06;58;01 - 00;07;09;18
Rebecca Zurek
So having having some stories and some experiences and skills that they can pull out and have it kind of in their back pocket so really know their story and know how they're presenting themselves.

00;07;09;20 - 00;07;29;29
Ryan WIlhelm
Yeah, this is, this is how this is perfect and, you know, a great fit for kind of how I approach talking to students. So what I always tell them is their first step should be to, you know, not even think about the specific questions, but think about your argument for why you should be hired. Right. And there's what I call is there your bank of answers.

00;07;29;29 - 00;07;48;11
Ryan WIlhelm
Right? So so going into an interview, we can kind of break that down into three things. You're typically hired for your skills, your passion and your fit right. And so when we talk about skills, you know, I think she nailed it, right? So it's exactly those two columns

of like, what are they specifically looking for? And then what have I done?

00;07;48;14 – 00;08;04;23
Ryan WIlhelm
Too many students think think that has to be really formal and it has to be an internship or a long term job. But it could be a class project. It could be something they do in there for their fraternity or sorority or whatever. Right. And so student work, right. And so they're just really trying to check off that skills box.

00;08;04;26 – 00;08;30;28
Ryan WIlhelm
And then the passion box is, why do I want to be in this field? So if it's, you know, marketing or information systems, why did I pick that? And so that's the big picture. And then the small picture is why do I want to do the specific job within this field? Right? And then the fit part, so fit kind of we are talking about this before in fact can kind of get a bad connotation because it's not about like, I have to be cookie cutter, I have to have the same personality, I have to have the same demographics or anything like that.

00;08;31;04 – 00;08;55;20
Ryan WIlhelm
It's much more about, I've looked at your mission statement, I've looked at your vision statement. I see these projects you're working on. I see your approach and I can kind of adapt or I can speak to how I match up with that part, right? So it's not about being a cookie cutter candidate of everybody they've hired. It's about saying and your approach and how you seek to meet your goals is something that I really align with, right?

00;08;55;20 – 00;09;13;14
Ryan WIlhelm
And so I tell students, write down those three things and so skills, passion and fit and then treat it like almost like it's a card game, right? You've got this hand that you're dealt and you're just trying to find places in an interview to lay these cards down right? So those cards don't necessarily change. You're just finding, okay, you said this question.

00;09;13;14 – 00;09;24;20
Ryan WIlhelm
I know before this interview is over, I want to talk about this. So I'm going to play this card now. And so that's usually my first step is talking about those that bank of answers and skills, passion and that fit area.

00;09;24;22 – 00;09;47;26
Jon Quinn

Yeah. And by demonstrating you're fit you're in that you've done your homework that actually kind of helps also demonstrate your passion. I love how you kind of you broke it down to skills, passion and fit. Now when they're when the candidates preparing for an interview, we talk a little bit about how they should prepare, how they position themselves in respect to the job description and skills and requirements needed for that.

00;09;47;28 - 00;09;54;17
Jon Quinn
What should they also do regarding from a company and a culture and like recent developments in that organization?

00;09;54;19 - 00;10;14;28
Rebecca Zurek
Yeah, so I appreciate you bringing that up and appreciate you also hitting on that, Ryan, because I think too often candidates can get caught up in the competency piece and kind of answering the skills piece and aren't focused. I think, as much on the fact that they're going to be asked questions about, you know, why are you applying to this company in particular?

00;10;15;04 - 00;10;32;23
Rebecca Zurek
You know what? Why do you want to work here in particular? You know, why did you choose this field and being comfortable talking about, you know, really that the elements that, you know, could make or break their longevity at that company. So determining, you know, what that company does, what makes it unique. But really, why did you apply there?

00;10;33;00 - 00;10;53;01
Rebecca Zurek
You know, how does it how does the role add value to the company and why does that sound like something that you might want to do, seeing that passion actually come out in the examples that you're providing and the questions that you're answering is pretty obvious. Like we can tell if the person is just applying to get it, you know, just applying to all jobs versus whether they've done the research.

00;10;53;01 - 00;11;15;09
Rebecca Zurek
And it really does align with their values and their excitement. So, you know, I think when we see candidates kind of starting things out, we recommend, you know, look at the company website, look at their social media, what's their mission? You know, what are their main products and services, You know, what makes them unique and how does that align with your own personal values and how can you bring that out into into the conversation?

00;11;15;11 - 00;11;31;06
Rebecca Zurek
You certainly don't need to know everything. Like we definitely don't expect for you to be able to say our most recent financial report or anything like that. But we of course want to see that you have done a little bit of research and you're not asking us to explain things that can be easily found out on the website.

00;11;31;06 - 00;11;37;10
Rebecca Zurek
Right. So so, you know, those are the things that that I would say, you know, at a baseline that we're expecting.

00;11;37;13 - 00;11;55;04
Ryan WIlhelm
Yeah, I had somebody recently describe it as like there's you can have kind of two searches going and I've adapted this, but you can have like a quantitative search and a qualitative search, right? Your quantitative search is just I'm firing off resumes. Right. But your qualitative search needs to be this is why I'm applying to Cardinal Health. This is what you know.

00;11;55;04 - 00;12;13;10
Ryan WIlhelm
So it's going to be obvious if you're just like, who are you and why am I here? Right? And so and but if you've done actual research and said this is why Cardinal Health this is why I'm here at Cardinal Health, this is how they approach their work, this is how I match up with that. I think that I think that that that's more of the qualitative piece for sure.

00;12;13;13 - 00;12;37;26
Jon Quinn
So one of the hardest times or challenges in an interview process, if it goes well very often towards the end of that first round, they might ask you how much you expecting to make? So how does one prepare to answer that question in such a way that keeps them in the running? But you kind of maximize raises their potential compensation?

00;12;37;28 - 00;13;12;09
Rebecca Zurek
this is such a tough question because it's not a one size fits all. I mean, depending on where somebody's at in their career, there could be a lot of variance. And also depending on, you know, geography and the industry, there's so many things that come into compensation. I think it's completely fair for candidates to ask the recruiter that they're working with, you know, hey, what is the the compensation range that that the hiring team is seeking, you know, getting information from the company and being able to work off of that?

00;13;12;11 – 00;13;44;27
Rebecca Zurek
I would say and this is a plug for you, Ryan, and your office, college students and new grads should be working with their career office because they can provide benchmark data on the salaries and and, you know, different locations and industries. And because everything is going to look different depending on where and what type of jobs. So knowing what you're worth by researching those similar jobs in your location and field, you could even connect with people that are in those fields, are peers that are in that field to better understand what the salary ranges of what they think would be suitable for your background.

00;13;45;00 – 00;14;11;10
Rebecca Zurek
But again, regional differences in base salary, cost of living, all of that plays a factor before you are kind of pushing a certain number there. You know, recruiters are going to ask you why you're asking for a certain number if you ask for it. So having some information in your back pocket and being able to also articulate your value that you're adding and why you deserve that number allows you to build a case for yourself.

00;14;11;10 – 00;14;31;13
Rebecca Zurek
So being prepared to reference how you've made an impact and why you believe you deserve that amount is typically there. But it's it's unfortunately, it's not a clear cut answer because not all companies are the same. Not all locations are the same. But again, coming prepared, leveraging your resources to be able to come into that conversation with them.

00;14;31;14 – 00;14;35;16
Rebecca Zurek
Some data points is typically what we would recommend.

00;14;35;18 – 00;14;54;08
Jon Quinn
Yeah, and have always been coached to when you do when you do a research and you have an answer prepared for that, the answer should be more of a range versus a specific number. Right? That way gives you a little flexibility If you give them a specific number and everything goes well, you can guarantee that you're going to get like 10% lower than that number, right?

00;14;54;10 – 00;15;01;12
Jon Quinn
So think of come up with a range that's based on that research. Ryan, would you agree with that?

00;15;01;14 - 00;15;21;05
Ryan WIlhelm
Yeah, Yeah, definitely. I think it's really tough because you know, the recruiters and h.r. People are doing this every day and the students are doing it maybe one time a year, hopefully. Right? And so or maybe, you know, one time every six years. Right? So they love their job, right? So, so it is really tough. And thank you for the plug Rebecca For sure.

00;15;21;05 - 00;15;37;26
Ryan WIlhelm
We've got one of the things so I'm like I said, I'm moving over from a different office to Fisher and you know, the other office was decentralized and can meet. I met with all kinds of students from all across the campus and now only meeting with Fisher students. One of the huge bonuses is we have all that data, right?

00;15;37;26 - 00;15;54;09
Ryan WIlhelm
So we're getting the graduate data of like, where are you going? What what's your salary, where you know, all of those pieces. And so we're collecting that to be able to have a resource for students. So that's all there. So students should definitely utilize that from their career advisors for sure.

00;15;54;11 - 00;16;27;20
Jon Quinn
So Ryan, you mentioned about when students are doing their job search. So if you're out and working and you've got maybe your first job and you're thinking about moving on, you're probably cherry picking, going things you're really interested in. But when you're preparing to come out of school and you don't have a job yet and you're applying to a lot of different jobs, should students and potential candidates prepare for the same at the same level for every opportunity, or should they prioritize and invest a little bit more time for their more highly desired targets?

00;16;27;22 - 00;16;45;16
Ryan WIlhelm
Yeah, I would say trying to think about it like that quantitative versus qualitative way, right? So like it's okay to float resumes because you don't know what the candidate pool is, but as soon as you as soon as you get, you know, set up that interview, then it's time to kind of flip that switch and then it's it's all qualitative then, right?

00;16;45;16 - 00;17;01;13
Ryan WIlhelm
So like, you need to be figuring out, okay, what is it about this place that that really stands out? What is it about this job that

really stands out? And if you've got certain companies, I always tell tell students to, you know, make a list of where you want to live and who are the people doing that work within that city.

00;17;01;13 - 00;17;25;06
Ryan WIlhelm
And now now in a in a sense, you can do it remote, so you might not even need to be in that that city. But but, you know, if you have a place where you would love to work and then, you know, they're hiring kind of in that area, I would definitely do more of that qualitative piece. I want to the idealist in me wants to say, every job you should do, the qualitative piece, you should make it all targeted, everything should be great.

00;17;25;08 - 00;17;48;16
Ryan WIlhelm
But it's just, you know, sometimes it's just a numbers game and you want to float those resumes and you want to say like, okay, it's, you know, 4:00. The deadline for this one is 5:00. I just can't go in and, you know, target my resume. So I'm going to just float it today. But anything where you're really excited about it, where it's at a company or it's a role that you're really excited about, I would try to tailor things as much as you possibly can.

00;17;48;18 - 00;17;51;26
Jon Quinn
Is there such a thing as being overly prepared? Rebecca Even.

00;17;51;26 - 00;17;53;05
Rebecca Zurek
Yes, Yes.

00;17;53;08 - 00;17;55;13
Jon Quinn
So you get an example of that or.

00;17;55;15 - 00;18;22;26
Rebecca Zurek
Well, I mean, it happens so often. You know, we of course, want our candidates to prepare for interviews and take them seriously. But frankly, it's just impossible to control and prepare for everything. So like, though, we want you to research the company and industry again. We are not expecting for you to memorize and recite recent trends. We just want you to be familiar with again what we do, what it's about, and how it aligns with.

00;18;22;26 - 00;18;54;03
Rebecca Zurek
You know, of course we want you to be prepared for the types of different questions we're going to ask. We don't want you to come into

the interview with scripted responses to questions. That's probably one of the easiest things to spot, is if a candidate comes into an interview with very scripted, specific responses to questions. But then only deviate and kind of pivot to things that maybe their that were off of their their preparation sheet, they freeze up and they don't know what to do or they kind of aren't able to show their personality through outside of those specific responses.

00;18;54;05 - 00;19;22;22
Rebecca Zurek
So, you know, when we say prepare, we just mean do that self-reflection, review the job and company, you know, get comfortable with your story, your skills, and the examples that can provide the detail that that you expect to have have those scenarios in mind. But what we typically see from an over preparation standpoint is, is those that are so scripted that we can't break into who the person actually is and what they actually feel and they're not really able to present their real personality.

00;19;22;22 - 00;19;30;13
Rebecca Zurek
And it it feels very genuine. And that's that's kind of what we want to avoid. We want to, you know, be able to see who you are as a candidate.

00;19;30;16 - 00;19;40;00
Jon Quinn
So when we think about those stories that you want to work into the conversation, you really want to prepare, just a couple of main points you want to hit on. You don't want to have that story scripted by any means.

00;19;40;03 - 00;20;04;10
Rebecca Zurek
Yeah. I mean, when I think about with this is, you know, again, you look at the job description, this job description is likely looking for candidates that have you know, very specific, you know, strong communication skills, analytical skills, you know, team building, you know, critical thinking. Okay, We have those Now look at my resume. When have I had those specific experiences that I could speak to?

00;20;04;13 - 00;20;25;17
Rebecca Zurek
Think about what those experiences are. And then I typically fall back on on the star technique, which Ryan, I know that that's something that that the career office talks about a lot is, you know, thinking of examples that can provide concrete example or skills and experiences in that example. So, you know, what, what were different situations? You know, what was the task at hand?

00;20;25;17 – 00;20;43;12
Rebecca Zurek
What action did I take and what was the result? Having, you know, an outline in your head of what those those points are for each of those competencies allows you to kind of pivot around like it and be able to say, okay, based on this question, I think that they're trying to get a sense of my communication skills.

00;20;43;14 – 00;21;13;25
Rebecca Zurek
So I'm going to pivot to that one example that that addresses that. So having like kind of a bank of different examples that address those things and the specificity that can show that, that you actually can back up your skills as well and prove the result is is going to make it a lot easier when you're actually in the interview to be able to kind of add the detail that that can, you know, make you feel a little bit more comfortable and just a lot more like a story rather than a script.

00;21;13;27 – 00;21;33;06
Ryan WIlhelm
Yeah, that's I definitely agree the so in my last job, I was working with anybody from, you know, freshman to postdocs applying for a tenure track. Professor Jobs Right. And the common thread for everybody was we would do mock interviews and it would just be depth, right? They would just really struggle, adapt. And it's be it's a you know, it's a human trait.

00;21;33;06 – 00;21;50;05
Ryan WIlhelm
We get nervous and we feel uncomfortable and we want to get through the discomfort as fast as possible. So we talk as fast as possible and we just go through it, right? So the star technique is a perfect way to say, okay, I need to slow down, I need to tell the background, right? So if I'm talking about a project, have I told you who's on my team?

00;21;50;05 – 00;22;05;24
Ryan WIlhelm
Have I told you what the goal of the project was? All of that, right. Because a lot of times students just say, you know, I'm part of the there's a thing on campus called the Boo Radley Society. Right? And so people won't know what that is necessarily. Right. And so you need to kind of tell us all about that and then kind of going through that.

00;22;05;26 – 00;22;31;19
Ryan WIlhelm
I love the star technique. I also think, you know, there's some questions that it doesn't fit 100%. So I'm always going to say it like on top of the star technique, just think about how can I bring you

into the room and explain kind of the whole story. Right? And so if you know, if the star technique doesn't match up, think about, you know, when you were in sixth grade and you were learning to tell stories, can you just say the who, what, when, where, why, how of the story?

00;22;31;19 - 00;22;52;10
Ryan WIlhelm
Right. And if you go through all of those pieces, you're probably hitting on all the star technique things you're hitting on the depth. Right. And so and when you show that understanding of like these are all the things that I show are important, that's really appealing to recruiters as well. Because a lot of times in that you're showing like, this is all my knowledge that I've gained through these experiences so far.

00;22;52;12 - 00;23;11;11
Jon Quinn
Yeah, I'm, I'm more familiar with the it's very similar but the car technique so context action results it's is I can only remember three things at once so it's easier for me. But I want to switch gears a little bit. It appears that the labor market might be tightening up and by that I mean employers appear to be moving a little more slowly in the hiring front.

00;23;11;11 - 00;23;27;04
Jon Quinn
It seems that a smaller percentage of my current seniors have jobs locked up than my seniors did in the last couple of years. Rebecca Do you also see a tightening on hiring and the economy overall, and if so, what does that mean for prospective candidates?

00;23;27;07 - 00;23;55;10
Rebecca Zurek
Yeah, I have absolutely been seeing some signs of the labor market tightening specifically over the last couple of months, especially for those in more white collar industries. You know, I think unemployment right now is like just under 4%, which I think is the highest it's been in like two years. Hiring is down significantly. So like tech, finance, media, they've been going through a lot of layoffs recently.

00;23;55;10 - 00;24;17;03
Rebecca Zurek
And I've heard from many in my network that their companies are just decreasing their hiring plans. You know, some are mentioning budget cuts for why that's happening. Others are talking about just the kind of uncertainty in the economy with it being an election year. I think as a soon to be graduate, it'll be important to just get realistic with your job search expectations.

00;24;17;06 - 00;24;40;00
Rebecca Zurek
It's not the same job search environment that we were seeing in the job boom a couple of years ago. You're likely to see fewer job postings and an increased competitiveness for those that are posted because there are just companies that are being more selective, more cost conscious. So you might find that employers are less willing to offer concessions with remote work.

00;24;40;02 - 00;25;08;21
Rebecca Zurek
They might be less flexible when it comes to salary and compensation adjustments as you're trying to kind of make a case for higher salary. So just generally with fewer vacancies available, you might have to work harder to secure a position than some of your peers that might have graduated ahead of you. There's likely to be less flexibility to wait for the perfect role and may be something you have to compromise with in terms of the perks or location then what you would ideally want.

00;25;08;23 - 00;25;37;22
Rebecca Zurek
You know, certainly I think it's important to just, you know, continue to research the industry. So, you know, what expectations are for that specific industry. You know, depending on, you know, again, where you're going. And I think it's beneficial to keep your skills up to date to make yourself the most marketable. And there are a variety of things that you can do to make yourself stand out across your peers to, again, you know, get those certifications, try out those trainings, leverage your network, you know, to get your name in front of the recruiters.

00;25;37;22 - 00;25;51;15
Rebecca Zurek
So, you know, you might have to do a little bit more work and just be a bit more more patient, you know, until some things kind of calm down a little bit. But I think it's going to feel a little different than in prior graduating classes.

00;25;51;17 - 00;25;54;12
Jon Quinn
Ryan, does that ring true with you? What are you seeing on your side of things?

00;25;54;12 - 00;26;12;24
Ryan WIlhelm
Yeah, I have. You know, this is my first time in Fisher and working with one particular area, so I'm not seeing I don't see a change rate so far, but but I certainly have students who are who are searching and, and and from what I've been told in information systems, it's

been really super easy to find jobs. And now, you know, it's becoming a little bit harder.

00;26;12;24 - 00;26;31;04
Ryan WIlhelm
Right. And so but, you know, I just want to echo what Rebecca said. Right. So like a lot of times, you know, students think, you know, if I don't come out and have the perfect job after graduation, that's failure. But, you know, most of us didn't do that, right? Most of us graduated. And we you know, we bounced around a little bit.

00;26;31;04 - 00;26;49;25
Ryan WIlhelm
Right. And so I really you know, there's only really two ways that when I'm talking to students that I'm I suggest, okay, this is how you move up or this is how you become more appealing. And that's, you know, think about your skills. Think about, you know, if you're applying to these jobs and you're getting knows what might you be missing in your on your resume and how can you get that right?

00;26;49;25 - 00;27;07;27
Ryan WIlhelm
Do you get to volunteer somewhere or do you add a certificate you at a summer class, you know, things like that. Right. And then the networking piece that she had on is perfect, right? So Ohio State, you know, I think it has tons of great positives, but its giant positive is that we graduate 20,000 people or something like that every year.

00;27;07;27 - 00;27;26;23
Ryan WIlhelm
Right. So like, you know, there's 600,000 alumni out there and they're very easy to find. You can just jump on LinkedIn now and search a company and search Ohio State and, you know, track that person down and just have a conversation. And a lot of times, you know, you're just planting seeds, right? So you're not you know, you're not going to reach out to somebody and they're going to say, thanks for reaching out.

00;27;26;23 - 00;27;34;17
Ryan WIlhelm
Here's your job, but you're going to reach out. You're going to get to they get to know you. And then in four months when a job opens up, you're they're thinking about you, right? So you're.

00;27;34;17 - 00;27;36;08
Jon Quinn
Not. I tell my students that all the time.

00;27;36;08 - 00;27;53;10
Ryan WIlhelm

Yeah. So it's you know, you get to kind of enter into these worlds, right. So a lot of times students will say, like, I want to move to Seattle and I'm, you know, I have a marketing degree, What can I do? Right? And we can pull up here's the Seattle, here's the marketing graduates who live in Seattle and they can immediately contact them.

00;27;53;10 - 00;28;02;03
Ryan WIlhelm
Right. And so it just LinkedIn has made it so easy to do these things that it's you know, if you're not doing it, you're kind of behind it. Yeah.

00;28;02;06 - 00;28;18;19
Jon Quinn
Well, that's great input because the reason why I want to bring that topic up is that I can see in my students some of my upperclassmen that they started their college career with one expectation of what the job market's like. And now that they're coming out, it's changing. And I can relate to that because exactly what happened when I graduated.

00;28;18;19 - 00;28;37;12
Jon Quinn
Yeah. And so they'd had to kind of recalibrate their expectations, how much work they're going to have to put into finding a job. It's not like jobs are going to land in your lap like they might have a few years ago. And plus, like even certain certain sectors, I have a fair number of students who say I don't really want to get in tech.

00;28;37;14 - 00;28;58;00
Jon Quinn
It's like, well, tech really cut back recently because they over hire during the pandemic and now they're cutting back and it's not as easy get that first tech job. So you may have to figure out alternative ways to try to get into that sector, you know, and work a little bit harder to do so. So so, Rebecca, what's your parting advice for students getting ready for an upcoming interview?

00;28;58;03 - 00;29;05;26
Rebecca Zurek
For an upcoming interview, honestly, prepare ahead of time. Don't wait until the last minute leverage.

00;29;06;01 - 00;29;10;17
Jon Quinn
I wish my students would do that for assignments. Also, go ahead. I'm sorry.

00;29;10;20 - 00;29;32;25
Rebecca Zurek

But I would say, you know, leverage your your network, meaning like your family and your friends and your career team to practice. It's one thing, I think, to prepare for examples, but I think it's another thing to actually go through the the practice of actually saying things out loud, looking at a you know, somebody sitting across from you and saying those words and getting the feedback.

00;29;32;25 – 00;29;56;08
Rebecca Zurek
So I like to take it one step further and say, don't just prepare, you know, by your thoughts, but also go, you know, go from, you know, putting those words into, you know, actual circumstances. So so speak with somebody that you trust that can give you feedback because there might be a possible blind spot that you're missing. You know, have someone in your life, whether a family member, mentor, a career coach, bring you.

00;29;56;08 – 00;29;57;02
Jon Quinn
Email.

00;29;57;05 – 00;30;23;02
Rebecca Zurek
A roommate. Yeah. Really? Anybody that you trust to be honest with you and how you communicate, because there might not be there might be something that you're missing. Like maybe you're unknowing Lee, avoiding eye contact or doing something else without realizing it. That presents you in a way that you didn't realize. So and sometimes actually going through the examples verbally, you know, allows you to kind of concrete those things in your brain, as you know, so you can remember on the day of the interview.

00;30;23;02 – 00;30;38;23
Rebecca Zurek
So so yeah, I would say, you know, practice with somebody that you trust, get that feedback and just, you know, stay organized and stay calm and just be yourself. Because at the end of the day, that's what we're trying to do know is you know who you are and what you're bringing to the table.

00;30;38;26 – 00;30;43;20
Jon Quinn
Great. Well, thanks, Rebecca and Ryan for coming on Career EQ. Your insights and advice will be great help.

00;30;43;22 – 00;30;44;29
Rebecca Zurek
Thanks so much for having us.

00;30;45;24 – 00;30;51;01

Jon Quinn
Yeah. As always, check out our Web page for additional resources and see you again soon at Career EQ.

00;30;51;03 - 00;31;11;07
Intro/Outro
Please check the web page for additional related links and the resources on this topic. Career EQ is brought to you by the Fisher College of Business at the Ohio State University. We like to thank our production crew, including our producer Doug Carraway, for making this possible and the Office of Career Management dedicated to supporting our business school students in the launch of their careers.

00;31;11;10 - 00;31;13;02
Intro/Outro
See you next time at Career EQ.