

00;00;00;04 – 00;00;03;11

Kimberly Lee Minor

Jobs do exist, but they're harder to come by.

00;00;03;18 – 00;00;08;01

Jon Quinn

You're the last thing you want to give an indication that you want a job. You want to let them know you want this job.

00;00;08;08 – 00;00;14;28

Aaron Abeyesekera

The most important thing is genuine passion for that industry and that firm and that job.

00;00;15;01 – 00;00;18;23

Narrator

Welcome to career EQ, a resource for aspiring young professionals

00;00;18;23 – 00;00;19;20

Narrator

navigating the job

00;00;19;20 – 00;00;30;14

Narrator

search process and the early part of their careers. Your host is Jon Quinn, senior lecturer of marketing at the Fisher College of Business at The Ohio State University.

00;00;30;17 – 00;00;54;16

Jon Quinn

Welcome back to Career EQ. Today, we're tackling a topic that is front and center for every business student and for that matter, any college student, the current job market. It's no secret that it's pretty tough out there. We've heard the terms flat hiring, ghosting, and burnout, but we're not here just to talk about the doom and gloom. We're here to give you some tips on your job search and for your playbook for these challenging times.

00;00;54;19 – 00;01;15;13

Jon Quinn

We have four guests with us today a subject matter expert and three students who are currently completing their job search. Kimberly Lee Minor is a creative executive with over 30 years of leadership at brands like Macy's, L brands and Footlocker. She now leads Fisher's Office of Career Management, helping students navigate this challenging climate. And we're going to let our student guests introduce themselves.

00;01;15;15 – 00;01;23;13

Brice Phillips

Yeah. My name is Brice Phillips. I am a senior here at Ohio State, and I'm an accounting major with a minor in the Dean's Leadership Academy.

00;01;23;15 - 00;01;28;09

Audrey Planner

Hi. My name is Audrey. I'm also a fourth year student majoring in finance.

00;01;28;11 - 00;01;32;24

Aaron Abeyesekera

Hey, my name is Aaron Abeyesekera and I'm a fourth year majoring in finance as well.

00;01;32;26 - 00;01;49;01

Jon Quinn

Great. Well, thanks and welcome to Career EQ And let's start with Kimberly. Kimberly, it's no secret. It's a tough job market out there. We're seeing reports of flat or cautious hiring. From your seat at the Office of Career Management. What is the real temperature of the market right now?

00;01;49;03 - 00;02;18;02

Kimberly Lee Minor

Well, you know, it's soft. It hasn't collapsed. And jobs do exist, but they're harder to come by and they're harder to come by because there's so much noise out there and how you're supposed to do your job search. So while I know that it seems almost daunting and to some, at some point, you know, we have students who just don't understand that they'll get there, there at the beginning.

00;02;18;05 - 00;02;28;25

Kimberly Lee Minor

But I would say the temperature is medium. You know, it's it's not what it was, but it's not the end of the world.

00;02;28;28 - 00;02;51;26

Jon Quinn

Great. Thank. No, it's good news. Something we need some encouragement these days. Yeah. So, with our three student guests, which has been kind of a mixed bag of their experiences. Two of them have landed job offers, one's hopefully about to. But they had their challenges along the way. So what are some of the more challenging experiences you had in your job search?

00;02;51;28 - 00;03;11;07

Audrey Planner

Yeah, I can start. So I think just having to cast a wide net can sometimes be daunting. You know, you're hoping to hear a response back as soon as possible, but maybe you apply to a hundred different spots. And that's a lot of hours of research and looking into different

internships that you're going to be interested in. But maybe then you don't hear back until seven months later when the job is already filled.

00;03;11;07 - 00;03;25;14

Audrey Planner

So having that space and time just you're not hearing anything, you're kind of concerned. Maybe it is something that you're really excited about and you hear nothing. It's a little bit tough. And that's just something that you're going to face when you're applying for those jobs and looking for internships.

00;03;25;16 - 00;03;27;04

Jon Quinn

How did you deal with that?

00;03;27;06 - 00;03;35;02

Audrey Planner

Just continuing to apply and maybe just that's a sign that that's not where I'm supposed to end up, and that there's other jobs out there that will be more fitting for me.

00;03;35;09 - 00;03;48;01

Jon Quinn

I think it's a really good point. I mean, don't hang your hopes on any one particular opportunity. Like if you don't hear from move on, create some new opportunities and some new prospects and, just kind of keep the momentum going.

00;03;48;03 - 00;04;06;15

Kimberly Lee Minor

You know what, John? To that point, we're seeing a lot of over applying, which makes it feel worse, right, because you don't hear from it. And so you're not hearing from them. So. Oh okay. So I put out five I need to put out ten. Yeah. Oh I didn't hear from them. I need to put out 20. Which doesn't help.

00;04;06;15 - 00;04;17;08

Kimberly Lee Minor

Your the it doesn't help you because it makes you feel worse. Yeah. Even though things are moving slower, like I said. So you feel like I have to fill this, this,

00;04;17;15 - 00;04;22;29

Jon Quinn

So it's a temporary fix. It makes you feel good when you do the applications, but it only makes you feel worse than the suing days.

00;04;23;01 - 00;04;23;14

Kimberly Lee Minor

Exactly.

00;04;23;15 - 00;04;26;17

Jon Quinn

Yeah, yeah. Good point. Bryce, how about you?

00;04;26;20 - 00;04;50;06

Brice Phillips

Yeah, I think that kind of what Audrey said. It's. It's hard to get hung up on the denials or not hearing back from companies, but at the end of the day, I would tell myself that I'm going to be graduating from Ohio State with a business degree from Fisher. I think that holds a lot of weight in itself, and that the right job will come along sooner or later, with the degree or the degree and the education and experience that I'll be getting from Ohio State.

00;04;50;13 - 00;05;11;06

Kimberly Lee Minor

That's a great point of view. Because even though it's slower. So last year, 41% of students graduated with the job in their major that they really want it, right? 41% this year, it looks like it's going to be closer to 30 to 35%. But it doesn't mean you don't get that as I thought. No, but yeah, about 30, 35%.

00;05;11;06 - 00;05;30;22

Kimberly Lee Minor

But it's in my major. It's a job I want it. Yeah, right. But if you appreciate I have the degree, I have all of the things that I need and I'm going to get there. I think that just makes it easier. Of course, that's not what you're thinking when you're 22 years old and you put all that work in.

00;05;30;22 - 00;05;50;01

Kimberly Lee Minor

But it's something to think about in this whole process that you will get there. But understand what you have right now. If you're just associating with the job, then you're missing the point. Yeah, yeah, of course we're going in college to get a career, but careers longer than your four years time in school.

00;05;50;04 - 00;05;51;08

Jon Quinn

What about your.

00;05;51;11 - 00;06;15;08

Aaron Abeyesekera

So I'd say when applying to very competitive markets and very competitive industries, it's especially with the number of volume just, just the amount of volume you see with applicants. It's really important to actually make yourself stand out a little bit more, and

just just position yourself in a way that your resume doesn't get lost in the pile.

00;06;15;10 – 00;06;31;12

Jon Quinn

Yeah. And I do want to follow up on, about that and a little bit later, talking about, like, skills based hiring and, you know, maybe how you kind of position yourselves as a, and it's going to be a good segway I'm going to use, later here. And so thank you. So a couple of you reference things about not hearing back.

00;06;31;13 – 00;06;49;28

Jon Quinn

And so we've heard this term ghosting and 70% of Gen Z job applicants are reporting they've been ghosted by somebody. And this was something I didn't even think about. But there there's a lot of, Gen Z applicants who are in turn ghosting the recruiters. And so it's kind of going both ways, to one degree or another.

00;06;50;00 – 00;07;05;18

Jon Quinn

Kimberly, why is this happening on both sides of the equation? And how does leaving a recruiter on read? So if you guys are familiar with the term on read meanings, like, you know, if you read but you haven't done anything with the, with the communications been sent, you heard of students long term brand?

00;07;05;21 – 00;07;15;08

Kimberly Lee Minor

Well, it it yeah, it it burns a bridge immediately. And you never want to burn a bridge. Even if you're in a bad situation. You never want to burn bridge because you never know who's going to be in that role next.

00;07;15;12 – 00;07;17;21

Jon Quinn

And even if you're not even interested in that company.

00;07;17;21 – 00;07;35;13

Kimberly Lee Minor

Yeah, exactly. Exactly. Because that person it's about that person's about that relationship. So if they go somewhere else where you might want to be, but you burnt them or ghosted them before, they're not going to forget. But it is on both sides. And so we've had a lot of conversations recently with recruiters and I've said, hey, what's going on?

00;07;35;13 – 00;07;55;23

Kimberly Lee Minor

Or we've had recruiters who've called me personally and said, hey,

this student ghosted me or reneged at the last minute, which I think is another form of ghosting. We have to fix that. And I think, you know, when we talk to recruiters, me ask why? Like, why would you ghost a student like your job is to place them, right?

00;07;55;25 - 00;08;21;20

Kimberly Lee Minor

Why can't you just communicate if they're not the right person and it's, you know, they're overwhelmed. And what used to be like A56 person team is now 1 or 2 people and their goal is to fill that role. So unfortunately, once they have filled it, they are checking it off and they're moving on. I'm not giving excuses. I'm just saying with the reasons.

00;08;21;20 - 00;08;22;18

Jon Quinn

You know.

00;08;22;21 - 00;08;46;28

Kimberly Lee Minor

It's not an excuse because it seems unacceptable to me. But that's the reality of it. And so oftentimes we ask, you know, we tell students, well, you know, give feedback. Well, that's great if you're working with someone who is willing to do that. Now, on the student side, what I have seen, I had a conversation not too long ago with a student who, had gotten two offers.

00;08;47;00 - 00;09;04;27

Kimberly Lee Minor

And, I said, okay, so how are we going to handle that? Like and she said, well, you know, my mom told me I should just accept them both. And then I could just, you know, not take the other way. I was like, okay, I don't know your mom. And with all due respect, don't do that. Don't do that.

00;09;04;27 - 00;09;40;18

Kimberly Lee Minor

And if your mom wants to talk to me, tell her, call me. You don't want to do that. Like reneging at the last minute is is bad. And what's missing on both ends is communication, right? It really it takes very little effort to once you get an offer, you know, if you want that offer. But the way to manage it without being considered a ghost or jeopardizing your reputation is really, to be honest with the offer and say, look, you know, either you want a little more time or these are the considerations that aren't included here.

00;09;40;18 - 00;10;03;02

Kimberly Lee Minor

I have some more questions. Or, you know, I have another offer, and I just want to be very honest. This is important to me. So is this. Can

we talk about it? And any any company that you would want to work for? If they are not open to that type of consideration, then they've burnt the bridge and not you.

00;10;03;05 – 00;10;04;25

Kimberly Lee Minor

Yeah.

00;10;04;28 – 00;10;30;01

Jon Quinn

So good information there. Now, on a related topic, but kind of a slightly different twist that there's these things called ghost jobs or these fake listings where corporations list these jobs and they're just kind of building a bank of applicants. But there's really not an opening. Nearly 1 in 3 employers admit to posting jobs along these lines, but there's no intent to really hire anybody.

00;10;30;03 – 00;10;48;17

Jon Quinn

And they're just keeping a pool. They're just keeping inventory. And maybe, maybe they're even trying to send the a signal to the street that, hey, we're grown. Look at all these job listings. We have one. They're really not real openings. Now, this is nothing new, but it does seem to be on the rise of you. Are you seeing more of that?

00;10;48;17 – 00;10;52;26

Jon Quinn

And I'd like to then turn to the students, see if you've had any experience with this.

00;10;52;29 – 00;11;15;01

Kimberly Lee Minor

I am I'm seeing a lot more. You know, when when you're looking at LinkedIn or, you know, when you see these jobs, I even get them sent to me, right? I'm like, oh, this is the same job that's been sent to me for six months now. And you can see they're stale. Right? And so you always want to look at is it broad and vague?

00;11;15;04 – 00;11;42;23

Kimberly Lee Minor

Has it been out there for a long time, you know, does it say, you know, does it have, you management do titles and experience not needed and all of these things, they are like the big, big signs of a fake job. And young people get caught up in those, those jobs faster than, you know, as all seasoned people, because you want a job, right?

00;11;42;25 – 00;11;45;21

Kimberly Lee Minor

You're about to graduate. It says management. It says all your.

00;11;45;21 – 00;11;46;25

Jon Quinn

Anxious, all nervous.

00;11;46;25 – 00;12;14;02

Kimberly Lee Minor

Yeah. You're nervous. You're like, I need to get a job. And most of the times, either they don't exist or if they do exist, they're not jobs that are reputable that you would want to work for this company, but it really is a company using a LinkedIn or an indeed, or, you know, some of those sites as a marketing tool to get their name out and for you to see them repeatedly so that you start to associate, oh, maybe this is a real company.

00;12;14;02 – 00;12;29;29

Kimberly Lee Minor

I should consider it. But we see more and more and more. I think the number is right now, there are over 7 million of those jobs posted across different platforms. And it's deceptive.

00;12;30;02 – 00;12;35;02

Jon Quinn

It makes me wonder if, like they've employed AI or bots for posting that.

00;12;35;05 – 00;13;00;27

Kimberly Lee Minor

Yeah, it's it's a bad thing. No one's really monitoring it. And I know we get caught up in that whole algorithm. Right. Oh, if it's a I my resume, I have to make sure it goes. But they're using it. The AI is everywhere, right. It's a big conversation. It's being used for good, but it's also being used for, you know, these schemes so that these no less than reputable companies can get their name out there.

00;13;01;00 – 00;13;04;01

Kimberly Lee Minor

And I guess fake it until they make it.

00;13;04;03 – 00;13;11;15

Jon Quinn

So did any of you students did you ever run into any of these ghost jobs or something? Oh, you suspect it was a ghost job? I'm not. What tipped you off?

00;13;11;17 – 00;13;39;15

Brice Phillips

Yeah, I can speak on that. I Kimberly kind of like what you said. I I've seen a lot of my time here at Ohio State that are targeted towards management roles, or the description is vague. It just says anything. It is a finance or an accounting role that can mean a

million different things. And if I had to guess kind of what the I bought thing, with sites like LinkedIn and handshake, it, it's probably super easy to put themselves out there and spam these student emails.

00;13;39;17 - 00;14;06;22

Brice Phillips

I had to turn off all my notifications from handshake. So I was just getting bombarded with these emails from these companies that are irrelevant, and these with listings that don't really mean anything. So I think that maybe to to really go through these listings and see if it's something that is real, really look at what the job descriptions are and just do some research on the company to see if it looks like it'll be a legitimate role and a company that is putting out these applications in the first place.

00;14;06;24 - 00;14;25;29

Kimberly Lee Minor

Yeah, I know with handshake, you know, and a few other of those, like what we've done in, in Okemah is that we were actually combing through and going to other sites to see what was really real, and then sending out emails from our office through handshake to students so that you knew this is this was really real.

00;14;26;02 - 00;14;31;16

Kimberly Lee Minor

The the downside of handshake, though, is once you turn off that notification and you turn it off or everything.

00;14;31;18 - 00;14;32;25

Jon Quinn

I was thinking that same thing.

00;14;32;28 - 00;14;41;11

Kimberly Lee Minor

That it's just something to think about. But I get why you would do that, because it's just somuch is out there that's just not real.

00;14;41;14 - 00;14;42;07

Brice Phillips

Yeah.

00;14;42;10 - 00;14;53;02

Jon Quinn

Yeah. Any tips for how to be able to spot these? Like, Bryce said that the vague job descriptions. That could be a tip. What are some tip off? Some.

00;14;53;05 - 00;15;15;19

Kimberly Lee Minor

You know who I use? I love Reddit, I love Reddit because whenever I see something, I just go right to Reddit and look it up. It is a great tool because it's it's social media, but it's for good, you know, because people are sharing like these bad experiences, good experiences with these companies. And if it's if it's a red flag company, it's going to pop up very quickly.

00;15;15;22 – 00;15;42;20

Kimberly Lee Minor

And I also think that, you know, if you're seeing a company that's constantly reposting the same thing, that's not real. Yeah. Because why would you be that? You've never found anyone to take these jobs like what's going on. So think about that too. And then again, if it's old, you know, check the dates, look at the details, don't get caught by the the bold letters and, you know, use take a few minutes to check into that.

00;15;42;27 – 00;15;56;01

Kimberly Lee Minor

But I think you're all smart enough to know, but for your friends who are still looking, sometimes you get a little blurry when you're anxious, right? But I definitely think my number one go to always is read it.

00;15;56;04 – 00;16;17;15

Jon Quinn

Yeah, yeah, that's a good tip. So I want to talk a little bit about the black hole effect. And we touched upon it about not spending too much time just applying to a bunch of jobs online. And less than 2%. And that's a stat. I've seen the less than 2% of cold online applications actually end up resulting in an offer.

00;16;17;18 – 00;16;47;23

Jon Quinn

And I flip side of that, you have 54% of workers are hired, and it's not specific to entry level. This is overall levels. But 54% of U.S. workers were hired through some sort of personal connection they made. And this was a stat from last year 2025. So, Kimberly, how would you recommend students kind of block their weekly job search allocation of time regarding how much should you be allocating to researching and networking and making connections versus applying online?

00;16;47;23 – 00;17;00;13

Jon Quinn

I've heard about this 40, 40, 20 rule. I don't know if you're familiar with that. If you've heard that, what would you recommend for the young job search? You're out there. Who's going to be entering the market for their entry level job? How should they be splitting up their time?

00;17;00;14 – 00;17;23;22

Kimberly Lee Minor

Yeah, I like the 44 to 20 actually. And I talk about this a lot and I know that. And I have a son who's your age, so I, I know this intimately. And I talk to him about networking and referrals and how important networking and referrals is. And I know, like the 4040, they say networking is 40, you know, tailored applications are 40.

00;17;23;22 – 00;17;53;26

Kimberly Lee Minor

I even think that networking is like 50 and can be 60, quite honestly. And I just think we, spend enough time really teaching young people how to network because the way you communicate is counter intuitive to actually reaching out to people and introducing yourself. But I think that, instead of using LinkedIn to call apply, use LinkedIn to build your network.

00;17;53;28 – 00;18;17;06

Kimberly Lee Minor

You should be who's in my major who graduated, you know, start with Ohio State, like the alum from Ohio State are very proud. And they want to share information with you. They want to know who's coming into their ecosystem, start there and just start reaching out to them and and get to know them. Now, if someone doesn't respond to you, their loss.

00;18;17;08 – 00;18;47;05

Kimberly Lee Minor

Just keep like you want to spend the majority of your time building your network. Because even if you get this job right now, what happens in 2 or 3 years when the industry changes and you need next? It can't be transactional. And and you know, career fairs are great, but they're transactional. Are you building a relationship with someone who you might reach out to once a quarter, but they'll know your name so that when the opportunity comes, you don't have to apply.

00;18;47;05 – 00;19;19;18

Kimberly Lee Minor

They're going to call you and you're going to be a part of their network. So I think I would say 50, 50% of your time should go into networking and referrals and then, you know, maybe 30% or more tailored applications. You know, that's another thing that's new to OCM, where now, when internship opportunities, when we find them, we see them or even employment opportunities, I will go through and say, who's in these clubs or who's in this major?

00;19;19;18 – 00;19;39;24

Kimberly Lee Minor

I'm going to send this out to that group of students because I want you to think about it like that and apply in a very tailored way,

because it's about you. And then the, two hours is when you're, you're playing, right, you're you're looking at your profiles, you're looking at your personal branding. How am I presenting myself?

00;19;39;26 – 00;19;59;28

Kimberly Lee Minor

Am I up to date? I want to be relevant. What's the newest thing out here? What's happening in I how do I communicate that I know what's happening in I because you want to be on top of that. And that's where you should spend your time just fine tuning. I would do it every week. Like, what did I learn in class this week or what?

00;19;59;28 – 00;20;13;22

Kimberly Lee Minor

You know, what experience that I have that I need to add to my profile so that it shows that I'm relevant up to the moment. And you should you should know me. And that's how I would break it up. So it's 50, 30.

00;20;13;24 – 00;20;36;17

Jon Quinn

20 in my you mentioned about being tailored, and also I think that taking a focused approach to your networking, like what are the industries you really want to work in, what is your shortlist of companies you want to work on? And irrespective if they have an opening now or not, that's so important. Find the right people in that network, whether it's the, hiring and if you're going through the HR route, you want to find some.

00;20;36;18 – 00;20;54;03

Jon Quinn

You're not going to you're not going to try to connect with the VP of HR or even a director, right. Try to find out who's in charge of college recruiting and networking to them, but also in the discipline and trying to find people in a discipline. And like Kimberly said, focus on trying to find people who are, alumni from your university.

00;20;54;05 – 00;21;17;00

Kimberly Lee Minor

Yeah, I mean, that's that's how it work. I know I've I've never applied to a job because when I was applying, it wasn't really working. Right, like, I was flying and, and I, I got an opportunity with a recruiter from the Macy's executive training program who would be in the Office of Career Management at my school all the time.

00;21;17;00 – 00;21;32;22

Kimberly Lee Minor

And I just thought he was so annoying because I wasn't interested. Like, that wasn't in my that wasn't my my picture of what my future was going to be. And he just would talk to me about stuff and share

information, and we just got to know each other. And finally I just was like, okay, I'll take the test.

00;21;32;23 - 00;21;50;29

Kimberly Lee Minor

And it turned out I had a great aptitude and like, went down this path. But once I got there, I just started. And not because I knew I was supposed to be networking because I had no idea my my father was a poet, like he was a postal worker, and my mom was an accountant with Bill. They weren't networking, right?

00;21;51;01 - 00;22;08;28

Kimberly Lee Minor

They didn't teach me about that. But I started to just get to know people. And then when my next job came, like my opportunity to get here to Columbus to work for L brands came from one of my vendors who, like, really was like, she's really good at what she does. And she came to work for L brands and said, you should meet this person.

00;22;08;28 - 00;22;29;10

Kimberly Lee Minor

And it's been like that throughout my career, even here at OSU, came because I had a relationship and someone was like, oh, you know, you be good at this. Why don't you come and interview and meet these people? And so I just say it because I know it's true and it's harder to do now just because it's more more to it.

00;22;29;12 - 00;22;49;22

Kimberly Lee Minor

But I can't emphasize enough how important it is to build those relationships. Because people will think about you. But it has to be a genuine relationship. Like, what do you have in common? Is it the industry? Is it a professor? You know, like as you get to know people like, oh, I had this incredible experience with you have John Quinn, do you, do you know John Gwynn?

00;22;49;22 - 00;23;00;25

Kimberly Lee Minor

Did you. Oh my God, yeah. He was the bomb. Like he's right. Like those are the thing. Yeah. No problem. I'm just saying, but those are the things that work.

00;23;00;27 - 00;23;19;17

Jon Quinn

Yeah. It's so much you said just resonate with me because I didn't really learn how to network until about halfway through my career. And I got lucky and got introduced to, like, one of the master networks. It's almost like patient zero of the Columbus area. Oh, wow. He's a master networker and I got introduced to him. He taught me how to how I should go about networking.

00;23;19;19 - 00;23;28;01

Jon Quinn

And very soon starting after that, I only applied to a job after I already pretty much had the job offer. I had to do it. As a fellow. You have to.

00;23;28;01 - 00;23;28;14

Kimberly Lee Minor

Do it right.

00;23;28;14 - 00;23;44;24

Jon Quinn

You have to do it right. You have to file with HR. But I pretty much already had the job and I didn't really apply. I didn't really apply for a job again after that, you know, and but you have to be very focused I get it. Yeah. And you have to convey that focus when you're networking saying, this is what I want to do, this is what I want to learn.

00;23;44;29 - 00;23;55;20

Jon Quinn

Can I please spend 20 minutes with you? And here's that type of thing. But by the way, there's a couple of career Q episodes about networking. So, we'll, we'll reference those in the, in the web page notes.

00;23;55;20 - 00;24;09;21

Kimberly Lee Minor

I think you make a really good point. We had a student who was very frustrated because they didn't get offered a job. And I said, well, what job were you going for? And they had actually applied to 18 jobs at the same company.

00;24;09;23 - 00;24;10;21

Jon Quinn

You know.

00;24;10;23 - 00;24;12;15

Kimberly Lee Minor

That is not a strategy, you know.

00;24;12;17 - 00;24;16;28

Jon Quinn

And by the way, that tips off a company. They realize, like, this person is not focused.

00;24;17;00 - 00;24;34;03

Kimberly Lee Minor

Not focused and desperate. And those like you just goes back to, you

know, we have some students who they've applied to 100 jobs a week. And I'm like, no, you're spending too much time just like, oh, focus. Yeah.

00;24;34;05 – 00;24;52;06

Jon Quinn

All right. Let's hear from you guys. So how did you use networking in your job search? And did it help you? Did you leverage that in, So Aaron, I know you're hoping to hear here soon about an opportunity. I know Audrey and Bryce. You've landed opportunities. How did you use networking in your in your search.

00;24;52;08 – 00;24;59;15

Aaron Abeyesekera

Specifically for for my industry where it's it's just really competitive. I think your job applications and.

00;24;59;19 – 00;25;00;19

Jon Quinn

And your industry can.

00;25;00;19 – 00;25;25;06

Aaron Abeyesekera

Be, the investment space. So I think your job application becomes almost a prerequisite and networking becomes the name of the game because, you know, just the the sheer amount of volume that each of these positions see, especially in competitive markets, you will get lost in the crowd, if you don't network and have people on the inside, you can vouch for you.

00;25;25;08 – 00;25;58;21

Aaron Abeyesekera

And I think with networking, it's a couple things. I think, first of all, you can always find a connection with somebody, something, you know, that you have in common. Whether it's being a part of a massive business school like Fisher, that really helps a lot. You know, having such a, you know, vast alumni base. But beyond that, I think it's very important to approach networking with a genuine mindset of learning, because I think I see a lot of times where students are very transactional with their networking.

00;25;58;21 – 00;26;04;17

Aaron Abeyesekera

It's like, oh, my name's on that. Yeah. Can I have a job? Or can I have an interview?

00;26;04;20 – 00;26;09;29

Jon Quinn

That's when the wall goes up. Absolute offensiveness. Yeah. I'm sorry. I didn't mean to cut you off.

00;26;10;00 - 00;26;28;12

Aaron Abeyesekera

No, that's exactly when the wall goes up, because then it's. It's just a waste of time. It's it's like a, you know, like, you know, act on either side. But I think you should really approach it with a genuine sense. So whether it's asking about that company, what's the culture like? How do you enjoy that work?

00;26;28;14 - 00;26;29;27

Aaron Abeyesekera

What's your job like? How do you like that.

00;26;29;27 - 00;26;31;14

Jon Quinn

Position, their career path or, you.

00;26;31;14 - 00;26;56;22

Aaron Abeyesekera

Know. Yeah. And then thoughts on the industry, how how do you feel about this and that. And then their own story. Yeah, I think those are my four go to, you know, categories when it comes to networking conversations. And that's what yields the best results because it's, it establishes a very genuine relationship where it's like you're trying to actually learn something out of this and get to know the other person.

00;26;56;25 - 00;27;06;23

Aaron Abeyesekera

And also it allows the other person to talk about themselves. Yes, people love that. They also people do love that. That goes a long way. And then, getting out of there.

00;27;06;23 - 00;27;08;27

Jon Quinn

Very wise for your age area.

00;27;09;00 - 00;27;11;09

Kimberly Lee Minor

You will do very well.

00;27;11;12 - 00;27;24;10

Aaron Abeyesekera

And then the other thing is, do you want to seal the deal? Right. If you get out of the mindset that networking is a one and done transaction, and start thinking about it long term, just check in.

00;27;24;13 - 00;27;26;03

Jon Quinn

So it's not just when you're looking for a job.

00;27;26;09 – 00;27;48;26

Aaron Abeyesekera

Exactly. Right. Exactly. That's when it makes it seem very genuine. It it could be, for example, you're talking to somebody in the debt space. You have a good conversation and then a couple weeks out, you see an article on the journal about the credit market or something like that. You could always send it over. It's like, oh, you know, I was talking about that value back.

00;27;48;28 – 00;27;50;04

Jon Quinn

That's show that you're engaged.

00;27;50;04 – 00;28;00;24

Aaron Abeyesekera

Yeah. And then that way it shows that you're you're still interested, but you're also intellectually curious, which goes a long way in differentiating you.

00;28;00;26 – 00;28;17;01

Jon Quinn

And, and then when you're and when you're networking to, especially if you're networking to find opportunities, you don't ask for them for an opportunity. Right. We mentioned that. But also, you know, now that you have an eye when you're having a conversation, and I don't want to make this episode about networking, but I do want to make this last point before we move on.

00;28;17;04 – 00;28;38;04

Jon Quinn

Yeah. Is that you asked to be introduced to other people, like now that you've understood, you know, you kind of know what I'm trying to do or is there can you think of anybody else in your network based on the conversation we just had, do you think I should that I should be introduced to it and have a meeting with, because the primary goal is to get them to introduce you to like at least two more people.

00;28;38;10 – 00;28;47;22

Jon Quinn

Then your network starts building exponentially, right? Don't ever treat it like a dead end. And before we move off networking, I just want to know if Bryce or Audrey you have anything you want to add to this?

00;28;47;24 – 00;29;15;20

Audrey Planner

Yeah. So with my internship this past summer, I was on a certain team and made sure to network within that team. But also the bank had numerous positions that I didn't even know that were more on the niche

side. So getting to learn like holistically what the bank does versus just my specific team. And I really saw like the networking, work positively that way because then I got to learn about spaces that may be my, like, passions or my work ethic kind of aligns more with that team than a different one.

00;29;15;22 – 00;29;32;24

Audrey Planner

And from the conversations that I had, I was able to move into a team that I'm extremely excited about because I had the opportunity to learn from people that were in that space. And now I get to take both, like the networking and what I was able to accomplish in my internship that allowed me to have the opportunity to enter this new role.

00;29;32;26 – 00;29;33;14

Kimberly Lee Minor

All right.

00;29;33;17 – 00;29;33;22

Jon Quinn

Thanks.

00;29;33;22 – 00;29;55;21

Brice Phillips

But yeah, I agree with everything Aaron Audrey have said so far. I think a super practical thing, really, targeted towards underclassmen. A good way to start it just by attending attending the career fair, first of all. But as Kimberly kind of said, that's a very hectic environment where these recruiters are meeting, potentially hundreds of applicants a single day.

00;29;55;23 – 00;30;12;07

Brice Phillips

What I think is so great about Fisher is all the different clubs that we have here for all the different majors. You can go to an accounting club, the marketing club, and these, these clubs bring in speakers from companies in the industry. And it might be a recruiter as well as two full time staff that they just apply.

00;30;12;09 – 00;30;32;17

Brice Phillips

But just graduated from Ohio State a couple years ago. And these guys are coming in because they want to they don't I don't think it's their first thing on their list to be at Ohio State at 7:00, using their phone to do it. Yeah, exactly. So they want to be here. They want to talk to you. I think it's a great way just to talk start your network, start networking with people and get some experience and start to meet people.

00;30;32;17 – 00;30;42;24

Brice Phillips

While you're in your first year at Ohio State, it's, it's pretty easy thing to do. And Ohio State sets up perfectly for you to have that opportunity to go out and do that.

00;30;42;26 – 00;31;03;03

Jon Quinn

So at least one of my three kids listen to the podcast and, and he gave me and he gave me a suggestion for, a episode. And I think it kind of the suggestion fits well in here. And I never heard this term before, but he talked. He told me about Devil Corpse and it's it's a new term for kind of an old concept, right?

00;31;03;05 – 00;31;32;18

Jon Quinn

These companies who take advantage of people in the market who are getting anxious or nervous or even desperate, and they use these deceptive, promises, things like a job title might be like management trainee, but the roles really involve like high pressure commission, only a door to door sales type of things. You know, some red flags regarding some of these devil courts might be like really unclear job descriptions or phrases like can start immediately.

00;31;32;21 – 00;31;50;21

Jon Quinn

No experience needed. And and have like inflated titles, these titles that don't make sense for entry level jobs. So, Kimberly, how can students vet these kind of companies? You know, what are some additional red flags? How can they can find out that this is really not something you want to get involved in?

00;31;50;26 – 00;32;10;24

Kimberly Lee Minor

Yeah, I mean, you know, you have to research the company. And I would go to some of the other sites, you know, you put this in a glass door, right? What what is this company or you look up who are the officers of this company? If it's a reputable company, it's very easy to go to the website and find out about it, who's the CEO and then go to target.

00;32;10;26 – 00;32;22;08

Kimberly Lee Minor

That's a red, that's a red flag. I hope that there's if the the website doesn't have that information, there's no CEO, there's there's no executive team. And then look it up on LinkedIn. That's what LinkedIn is really.

00;32;22;08 – 00;32;25;28

Jon Quinn

One of your favorite platforms. Reddit, right. Yeah.

00;32;26;00 – 00;32;45;03

Kimberly Lee Minor

But those are the things that you should look for. You know, also, if a job if it sounds too good, I believe it does not. It's not real. It's really not real. I mean, even with the, the last the spring career fair, I don't know, because it was spring and they knew there would be students who were last minute.

00;32;45;03 – 00;33;10;04

Kimberly Lee Minor

We had quite a few companies that we had to decline because when we did the research, they were Devil Corp. They were sales like sales, intense door to door companies. And I was like, wait, what is this company? No, but we we knew right until we were able to just say, no, you can't or just ghost them. Yeah.

00;33;10;07 – 00;33;11;11

Jon Quinn

Okay. Go see that. Yeah.

00;33;11;15 – 00;33;30;26

Kimberly Lee Minor

Like that's that person's bad. But like any, any they, they they probably won't tell you. They won't be clear on what the pay is. Right? They won't tell you what the actual work or who the clients are like. There's just there are gaps in the information and who they are. And you should know if you find a gap.

00;33;30;28 – 00;33;32;20

Kimberly Lee Minor

It's not a company you want to work for. Yeah.

00;33;32;22 – 00;33;37;09

Jon Quinn

Yeah. Did any of you have any experiences with double corks?

00;33;37;11 – 00;33;55;10

Brice Phillips

Yeah, I think I can speak on this. I wish I would have had a talk like this or this podcast my freshman year listen to. But when I was a first year hit, Ohio State, there was a company I applied for. I didn't really know much about. I was just happy to get an email back to give me an interview I was excited about.

00;33;55;10 – 00;34;19;12

Brice Phillips

That was my first real job interview in college, so of course I was jumping at it to get in there interview and get a job. Right? So I did the interview with this company, and it seemed pretty normal for the

first half. And the second half, they really started to talk to me about, kind of how big my family was, you know, how many, how big my, my network might be getting at those sorts things.

00;34;19;12 – 00;34;52;02

Brice Phillips

But on campus jobs, I might have people I know, which I thought was strange, but they said the interview went well. And then I guess towards the end of it, when I really started seeing it was a red flag, is they they sent me this PDF document, and they wanted me to fill out this form with 20 people in my network, their their names, emails and phone number, and essentially what they were getting at is that they wanted to use my networks, try to sell their products to my network, and use me as the middleman for that.

00;34;52;02 – 00;35;08;10

Brice Phillips

So but it had all these things we were talking about, my, my pay was really based off commission. They said that, you know, the sky's really the limit here with what you can make. And they were very vague about the work itself. They couldn't really give me much information about that and kind of left me confused.

00;35;08;12 – 00;35;24;29

Brice Phillips

So after the interview, actually, I did search this company, and I realized that they were one of these corporations, that they don't really want me for anything I could bring to the table. They saw my network and my people. So from there, I turned them down and said it wasn't the best opportunity for me.

00;35;25;06 – 00;35;31;04

Jon Quinn

So before we turned the microphones on, Aaron and I, we had a conversation about this. Aaron, why don't you share your experience?

00;35;31;07 – 00;35;53;28

Aaron Abeyesekera

Yeah. Very, very similar experience. I'd say, you know, it starts off as a finance internship. That's the position. So. Okay. Finance, I guess maybe like a corp, like corp role or something like that. And then you see, it's it's really just, cold calling, but it doesn't say that, you know, blatantly. It's it's a lot more discreet than that.

00;35;54;01 – 00;36;07;21

Aaron Abeyesekera

And, base salary was zero. So entirely commission based. And then a bunch of benchmarks and there as well. So naturally, this is, you know, no finance internship. It's a.

00;36;07;21 – 00;36;08;04
Kimberly Lee Minor
Boiler.

00;36;08;04 – 00;36;32;29
Aaron Abeyesekera
Room. So it's it's I guess it's very important to see, actually. What is this position? And I think just a good practice for anybody, for any position is just talk to people who previously have that position. If it's, you know, sales intern or whatever, speak to a form of sales intern of that company and see, you know, did you like the position?

00;36;32;29 – 00;36;42;01
Aaron Abeyesekera
What was your day to day like? What did you do with that experience? I think that's a good practice for really any position you're targeting.

00;36;42;03 – 00;37;04;15
Jon Quinn
Good advice. Yeah. I want to talk a little bit about, like, skills based hiring. So lately I saw a stat that about 70% of employers are now using skill based hiring rather than just looking at degrees. Kimberly, what would your advice be? Young job search is how they should position themselves and how should they lean into their skills, maybe versus experience or versus their education.

00;37;04;18 – 00;37;33;26
Kimberly Lee Minor
Yeah. So, you know, it's been this, trend where it's entry level pay, but they want like four years of experience. Right. That's silly. And so how do you overcome that? Because it's a job you want until your skills, you're still building. Right. But the great thing with leading with skills is that it's something you can actually prove you can do.

00;37;33;29 – 00;37;54;04
Kimberly Lee Minor
So it doesn't have to be this laundry list of things. But if you're really good at these 3 or 4 things, then you can stand behind that and say, this is what I this is what I can stand on, right? This is what I do. Well. And this is why I think it's important to be a part of your team, because when I bring the skills to the table, this is how I would apply it.

00;37;54;04 – 00;37;55;02
Kimberly Lee Minor
And you're setting.

00;37;55;04 – 00;37;56;04
Jon Quinn
Into a success story.

00;37;56;06 – 00;38;14;05

Kimberly Lee Minor

And you have success like you can. Success like this is something you have done repeatedly and you can do it. Boom. It's easy. So and then they know, okay, this is a known factor. This person Aaron can do these things. So we can count on Aaron to do these things. And then it's experience. Now experience can be very broad.

00;38;14;07 – 00;38;40;12

Kimberly Lee Minor

There's experiential learning experience from your internships. There's experience from life that just enhances any skills you have. Because now they're seeing how you are as a person and how you show up with these experiences and how they inform who you are to support the skills you bring to the table. And then, you know, your education is what brings us all together.

00;38;40;14 – 00;39;10;11

Kimberly Lee Minor

Right? You if you're a good student, like being a student and being able to graduate, that proves that you can achieve something, which you start, you can finish. That's the basic part of an education. But what makes an education important is that that foundation of you becoming, they can see who you are. But if if all you have is your education, then that's you're pretty flat.

00;39;10;13 – 00;39;36;21

Kimberly Lee Minor

And most people need to be well-rounded to be successful in any given job or any given career. You you're bringing something special. And Aaron, you said it like, how do you stand out? You stand out because how are you applying those skills that you've developed and what life experiences or learned experiences that you can bring to the table that I don't have?

00;39;36;21 – 00;39;48;17

Kimberly Lee Minor

Arduous. Yeah, Bryce doesn't have. That's why it's really important to combine the two and then you're in, you know, your education. Yes. They're going to OSU is going to get you in doors that some other schools might not.

00;39;48;20 – 00;39;49;07

Jon Quinn

Yeah.

00;39;49;09 – 00;40;11;23

Kimberly Lee Minor

Yeah. Your major might get you in the school and then your GPA, but

your GPA isn't everything. When I first came here, I was teaching and used to frustrate me with students who, like, kind of half do it right, or just like, how do you fill in the rubric now? How do you learn what I'm teaching? You don't have to have an A-plus.

00;40;11;23 - 00;40;13;11

Jon Quinn

Yeah. Don't try to, like, paint by numbers.

00;40;13;11 - 00;40;37;13

Kimberly Lee Minor

Exactly. And too many students, I think think like that. Now, I know that if you're getting into investment banking, they're looking at that or you want to go to law school like there are. Absolutely. I'm not saying, you know, just, you know, come and say, oh, I'm experiencing. But at the same time, you can't lead just with the education and the GPA and your skills and your experience.

00;40;37;13 - 00;40;42;28

Kimberly Lee Minor

I think, spoke speak more about you individually than just your education. Yeah.

00;40;43;01 - 00;41;09;03

Jon Quinn

So our panel students, they've all had their bumps along the road, had experiences with Devil Corp's been ghosted. But you're all on a good path now. You know. And you know in about to embark on your, on your career journeys. But how has, like, leveraged leveraging skills and your and your resume and in your discussions with corporations, how did that kind of come to the forefront and help you get to the position you are now?

00;41;09;06 - 00;41;10;14

Jon Quinn

How do you want to lead us off?

00;41;10;20 - 00;41;27;03

Audrey Planner

Yeah, I can lead. I think one thing is you're obviously to look through your resume. Seeing leadership is a big thing. I think when like when employers are looking through resumes and they see member, member, member, that's kind of a red flag. But once they see that you actually have leadership that stands out, you also have to be able to speak on that.

00;41;27;03 - 00;41;48;29

Audrey Planner

So having the role is one thing, but actually accomplishing yourself while you're in the role is another. Big thing. I think that's

something that, is talked about a lot, is making sure that you're having an influence on an organization. I think also another thing is passion. So you can go into an interview and be the smartest person, but if you are not very passionate about the role and just kind of their thing that you're checking all the boxes, that's great.

00;41;48;29 – 00;41;56;17

Audrey Planner

But you need to have the passion, the fire that you really want, that role. You're really excited and that you're interested to be there. And those were things that really helped me in my job search.

00;41;56;17 – 00;42;10;06

Jon Quinn

Yeah. The last thing I want to give an indication that you want a job, you want to let them know you want this job, right? That's a very good point. How about the rest of you? How did you leverage your skills in your job search?

00;42;10;08 – 00;42;26;08

Aaron Abeyesekera

Yeah, I think, you know, you really want to play to your strengths, right? You want to first think internally, you know, what is it that I'm good at? What is it that I like? And then that's going to give you a really clear, you know, view of what your potential industries are. So to a.

00;42;26;08 – 00;42;31;04

Jon Quinn

Point, be authentic and real about your skills. Don't just try to match them with what they're looking for.

00;42;31;05 – 00;42;38;08

Kimberly Lee Minor

Well, no, because if you show up and you're not authentic, go like that's the most stressful thing to me.

00;42;38;08 – 00;42;39;06

Jon Quinn

Very good work.

00;42;39;09 – 00;43;01;04

Aaron Abeyesekera

So that that's that's a really important starting point. And then, you know, you got to be a well-rounded candidate. I feel like too much or too little of anything can kill you. So if you follow that mindset, you know, mitigate your weaknesses, but then really work on your strengths, that's a that's a goal here and then have a very targeted approach to recruitment.

00;43;01;06 – 00;43;22;09

Aaron Abeyesekera

And then just, you know, attack that with full intensity. But I'd say just on a on a slightly unrelated note, you know, I've worked at a company here for about three years now through the semesters, and I've been able to get a really good insight to the internship program, and what it looks like from the other side.

00;43;22;12 – 00;43;46;24

Aaron Abeyesekera

And I'd say, you know, the, the most important thing is genuine passion for that industry and that firm and that job. Because if you think about it right, an internship is a 2 or 3 month interview for a full time position. So from a company standpoint, we look at it, if an intern isn't converted to full time, it's honestly a waste of everybody's time.

00;43;46;26 – 00;44;08;27

Aaron Abeyesekera

So you really as a as a company, you really want to hire somebody who you can see, you know, in the long term, enjoying the firm, enjoying the industry. And it's imperative that you convey that in your interviews and your resumes. Because a lot of the, you know, tangible skills can be coached on the job, at the end of the day, it's it's not, you know, rocket science.

00;44;08;29 – 00;44;19;27

Aaron Abeyesekera

It's pretty simple stuff, but you need to enjoy what you do. So if you can convey that effectively, that's going to take you further than any other, you know, hard skill, I think.

00;44;19;27 – 00;44;50;25

Kimberly Lee Minor

I mean, that point about internships is super important. If you're earlier, you know, most companies don't want interns before their junior year unless you're in finance in most cases and accounting, because they're building this pipeline. But you can use internships and an internship. That's a loose word, right? Like if you're a sophomore and you can't get an official internship, you can find something where you're having an experience to teach you.

00;44;50;27 – 00;45;13;22

Kimberly Lee Minor

How do I show up? Right? What does it feel like? What does it look like so that when you get to your junior year and you are interning, which is that long form job interview, you know how to show up. And that's why, you know, we talk about how it's really important to have at least one internship, but you probably should have at least two because you have to prepare and then you have to show up.

00;45;13;24 - 00;45;16;14

Kimberly Lee Minor

So I think that's a really important point.

00;45;16;16 - 00;45;42;21

Jon Quinn

So we talked a little bit. We touched upon AI and bots and job postings. But I want to talk a little bit about AI and the job search itself. In 2025, about one third of applicants submitted that they used AI to help them generate and apply for the resume and apply for jobs. And about 80% of employers are saying they use an AI to screen out.

00;45;42;22 - 00;46;11;12

Jon Quinn

Or at least I should say that 80% of applicants feel like AI algorithms are screening them out. Right. And let me say that little more accurately, Kimberly, how true is that? Like, how prevalent is AI being used to as an initial screener? And what is your recommendation for how students can utilize AI in their job search, but still maintaining a human element?

00;46;11;14 - 00;46;42;18

Kimberly Lee Minor

Yeah. So it's, especially at the entry level, it's being used a lot. Yeah. So most, most companies are using AI to filter through for keywords and, you know, using the algorithm that they have preset, some are even using what's it called? Of course, now I can't think of the name of it, but it's, it's all AI interview, your initial interview where there's no human interface and all.

00;46;42;18 - 00;47;14;03

Kimberly Lee Minor

It's all a hirevue. Thanks. I hate hirevue, but hirevue. And so you can use it, but I'm also seeing where students aren't really, using it to their advantage. But so here's here's how it use AI right? For your resume. AI is great for that. I mean, there are AI services like, you know, received AI or big interview, big resume, but you can also really just use ChatGPT or any of those services.

00;47;14;03 - 00;47;35;22

Kimberly Lee Minor

And you put in the job description, you put it in your resume, and it will tell you where you're hitting and where your deficits are. And, and it also can help you. You have to edit it though, like don't use AI to just write your resume because that will look crazy. But write your resume, use AI to help you fine tune it.

00;47;35;25 - 00;47;57;14

Kimberly Lee Minor

Yeah, right. Don't ever like that's the human part of it. Don't ever just say, you know, create a resume because you're not connected with that document and it immediately flags. I've had several of those resumes sent to me, and then I put them into AI and say, okay, here's review, this resume, and I get all the red flags.

00;47;57;14 – 00;48;20;00

Kimberly Lee Minor

And young people don't realize that that's happening. You know, I actually was, someone who asked me to help them and sent me a resume and they said, you know, I'm not getting responses from it. And as soon as I looked at it, I thought, well, who is this? Like, I know the person, but who is that? And when I put it through all of the things that jumped out at me, plus some came out.

00;48;20;03 – 00;48;39;12

Kimberly Lee Minor

And so I went back to and said, you know, this is not really what that job is, and you haven't done that right yet. It's like, oh, well, it sounded really good. I thought, because came out of I, I'm like, please don't do that again. And the other is you know, it can be helpful. We talked about how to build your experience right.

00;48;39;14 – 00;48;55;12

Kimberly Lee Minor

It can be helpful if you put in, you know, this is what I've learned. How do you translate this? To communicate it in terms of experience, like talk to AI, like you would talk to a person. It will give you the information back. And then interview prep. Now I can't.

00;48;55;12 – 00;48;55;29

Jon Quinn

Just did this.

00;48;55;29 – 00;48;56;09

Kimberly Lee Minor

Yesterday.

00;48;56;14 – 00;48;57;02

Jon Quinn

Student in my.

00;48;57;03 – 00;49;25;02

Kimberly Lee Minor

Interview prep use it right. It views it to be the interviewer and then also put questions in. So you know okay behaviorally this these are the question is going to be asked. And I think that's really important what I had heard from recruiters that some of our students here are doing, which is a no, no, no, no, no, don't do it is almost a

voice replacement.

00;49;25;04 – 00;49;58;10

Kimberly Lee Minor

So when I say voice replacement, what I mean is they're doing a virtual interview. They have AI on, but it's it's on and they're talking and a question comes through. And instead of them answering it in their voice, AI is feeding them the words and they're reading it like that. That's sad, because if the if I didn't answer the last question and then you're reading the answer to this question, it is so clear that you don't know what you're talking about.

00;49;58;10 – 00;50;09;22

Kimberly Lee Minor

And you're, you know, unless you're a really good actor, if you're a really good actor, kudos. And then you can use it as a fact source, but make sure you really understand what you're saying.

00;50;09;25 – 00;50;10;12

Jon Quinn

Yeah.

00;50;10;14 – 00;50;12;23

Kimberly Lee Minor

So that's my recommendation.

00;50;12;25 – 00;50;33;27

Jon Quinn

So that earlier stats correct, about 30% of job applicants are using AI, either preparation the resume or helping them prepare for an interview or even filling out applications. That means probably one of you guys have used it. Have any of you used AI to help with your resume to apply for a job, and how did you use it?

00;50;33;29 – 00;50;35;19

Aaron Abeysekera

Yeah, sorry.

00;50;35;19 – 00;50;38;04

Jon Quinn

Oh, you're you nodding earlier. So go.

00;50;38;04 – 00;50;39;05

Kimberly Lee Minor

Ahead I'll.

00;50;39;06 – 00;51;02;29

Aaron Abeysekera

Kick it off. I'm I'm a big fan of authentically writing and producing all my material. The reads resume has your cover letters, but, I think

you can really use AI to, just criticize all of your work. You might get your feelings hurt a little bit, but just, you know, ask it to tell you everything that's wrong with your resume or everything is wrong with your cover letter.

00;51;03;02 – 00;51;12;25

Aaron Abeyesekera

And then use that as constructive feedback. That way, you know, you still stay super authentic, but then you're making the most of AI in the meantime.

00;51;12;27 – 00;51;35;11

Audrey Planner

Yeah. I mean, as much as I can help you can also hurt you, which is kind of what we're talking about. But with writing my resume, sometimes you'll tweak it a little bit to align with certain jobs a little bit better. So sometimes using it that way as well, but same as IR, like writing it yourself so that it doesn't spit something out that's completely different and wacky, but then making sure it aligns with what you're applying to and actually aligns with the work that you did.

00;51;35;13 – 00;51;58;19

Brice Phillips

Yeah, what they said was, I, I used a tool through, the Office of Career Management. I believe you guys still have this the v mark tool. You plug it in and then it gives you feedback using AI on your resume, but it's tailored for resume critiques. And they check everything from the, the margins in the page to your spacing, the words you're using.

00;51;58;21 – 00;52;04;11

Brice Phillips

So I use that and it did a lot of help to address me. I'm sure it's what I have.

00;52;04;15 – 00;52;38;13

Jon Quinn

I'm surprised at how few, students are using it to help them prep from for example, I was talking to a student earlier this week. He was going to interview for an analyst position in an internship. Analyst internship with a, a food, company. And I said, well, and let's just play around with I heard a little bit let's see, what are some of the, analytical methodologies that are used in the food industry for an entry level analyst and it spit out some pretty good stuff that's like, you're going to be able to use this to talking points.

00;52;38;13 – 00;52;58;02

Jon Quinn

Put this in your own words, but use these methodologies like, hey,

we've talked about points two and four in class. You know, bring that up. So so use it for prep too. So we're getting we're at time, but I just want to get some parting advice. And specifically from your students, what are your senior parting invite advice.

00;52;58;02 - 00;53;10;24

Jon Quinn

So it is a tough market out there. They're going to be hitting bumps in the road. What's your advice for how they can display resilience and get through this and persevere?

00;53;10;27 - 00;53;30;20

Brice Phillips

Yeah, I can I can kick us off here. I think that I would just say keep your head up high, but really continue to go down this path of attending events at Fisher and Ohio State as a whole for career opportunities. I think you really never know where your your job might come from or who might be the person to connect you to someone else.

00;53;30;23 - 00;53;42;01

Brice Phillips

So just continue to network with people, network with companies, and really look out for those opportunities. I think that it could happen anywhere, at any time.

00;53;42;03 - 00;54;05;18

Aaron Abeyesekera

I can go next. I'd say just just be intentional about what you do. Right? I think, you know, if you're doing anything yet, you might as well do it. Well, might as well do it really well. So if it is networking, be intentional about it. Set up a plan. Be disciplined with that plan. But just really commit yourself fully to it because this is you.

00;54;05;18 - 00;54;21;05

Aaron Abeyesekera

I mean, you're never set in stone with your career, but coming out of college, it's it's very easy to shape it. So if you be intentional now, you can reap a lot of the benefits down the road. So just give it your full commitment, and keep hammering away at it.

00;54;21;07 - 00;54;40;14

Audrey Planner

I would say always there hat in the ring. Looking at a job description, maybe you don't align with one out of the ten there, and that is not a reason to not apply to something. Then when you get that interview, show them why the skills that you have. I mean, you know yourself better than anyone, so just show why you're capable of learning that skill and then be able to execute that once you get the role.

00;54;40;14 - 00;54;43;13

Audrey Planner

I think is something that I've learned a lot through my job search.

00;54;43;16 - 00;54;52;29

Jon Quinn

Kimberly, this process can be tough emotionally, psychologically. What advice would you give them to kind of keep themselves propped up and be positive?

00;54;53;02 - 00;55;22;26

Kimberly Lee Minor

Yeah, I think, you know, what's really important is balance. And so, you know, if you're pushing yourself, you're not getting a response. You're sending out resumes, stop. Like take a break, take a break, spend time with your friend. Don't isolate yourself. Don't disassociate because that just adds to the stress. Be a part of something and share the experience you're going through because you never know who else is going through it.

00;55;22;26 - 00;55;26;07

Kimberly Lee Minor

And they could be a partner with you. So I think that's really important.

00;55;26;09 - 00;55;28;17

Jon Quinn

Market power. Everybody's got some sort of story.

00;55;28;17 - 00;55;42;27

Kimberly Lee Minor

Absolutely. And you don't know what you don't know. Right. And we we tend to isolate like, oh, I'm the only one I don't have this job. And no 80 of your friends are going through the same thing. So be a part of it and let them be your your support.

00;55;43;03 - 00;56;05;22

Jon Quinn

Yeah. And when you do get rejected or when you do get ghosted, don't take it for personal. Don't internalize it. Everybody's going to go through this. It's and you might want to think about okay, how can I better position myself going forward. But don't internalize it. Right. Just kind of move on. Going to the next opportunity probably wasn't meant to be anyways.

00;56;05;24 - 00;56;10;08

Kimberly Lee Minor

It's going to be part of your your story. Yeah. Like once you have the job it's going to be of your story.

00;56;10;08 - 00;56;15;01

Jon Quinn

Well, Kimberly Bryce, Audrey, Aaron, thank you so much for joining Career EQ, It's been a great discussion.

00;56;15;03 - 00;56;16;17

Kimberly Lee Minor

Thank you. Thanks for inviting me.

00;56;16;17 - 00;56;23;25

Jon Quinn

Thank you. Check the episode notes on the Fisher web page for links to the Office of Career Management and resources for how to navigate today's challenging job market.