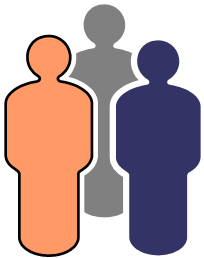


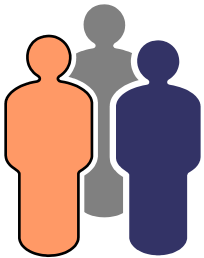
Webmasters Brownbag - Professional Development

***Earth to Recruiter... "I'm Not a
Super Hero"***



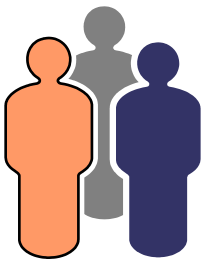
What am I Thinking?

Do I want to work with this person?



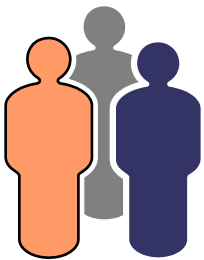
“Soft Skills” are Important

- “Plays well with others”
- Relevant technical skills are important, but the days of the “socially inept guru” are gone



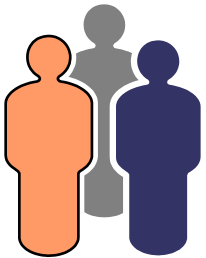
Super Hero?

- Skills
 - Teamwork
 - Communication
 - Collaboration
 - Time Management
 - Project Management
 - Leadership
- Intangibles
 - Honesty/integrity
 - Humor
 - Motivation
 - Work Ethic



Interviewing

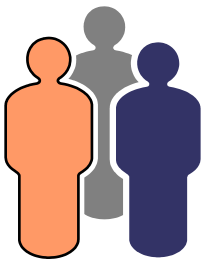
Look at tips for recruiters



Interviewing

What behavior do you think recruiters find most unforgivable?

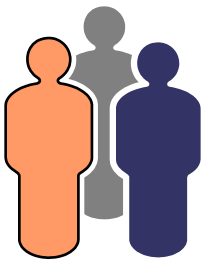
- 1) Poor personal appearance
- 2) Overemphasis on money
- 3) Failure to look at interviewer while interviewing
- 4) Doesn't ask questions
- 5) Late to interview



Interviewing

The worst response to the question:

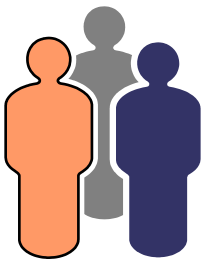
“So, do you have any questions for us”?



Interviewing

Possible questions to ask recruiters:

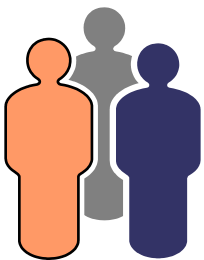
- What concerns do you have about me fulfilling the responsibilities of this position?
- What are the 3 top priorities of the position that you would first like to see accomplished?
- (Ask something specific about the job/organization based on your pre-interview research or something that came up in the interview... you did do pre-interview research, right?)
- What do you like best about working here?
- How would you describe your organizational culture?
- What are the main challenges of this position?
- What factors will contribute to the success in this job?



Interviewing

10 Attitudes That Most Often Doom a Candidate

1. Doesn't ask questions
2. Condemns past employer
3. Unable to take criticism
4. Poor personal appearance
5. Indecisive, cynical, lazy
6. Overbearing, over-aggressive, “know-it-all”
7. Late to interview
8. Failure to look at interviewer while interviewing
9. Unable to express self clearly
10. Overemphasis on money



Misc Training Resources

- Sun Academic Initiative
 - Sign-up at
<http://www.cites.uiuc.edu/training/sun>
- EDUCAUSE Professional Development
 - Management Program
 - Leadership Program
 - Learning Technology Leadership Program
 - Conferences / volunteering
 - “Cultivating Careers”
 - <http://www.educause.edu/pd>

