

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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



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

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

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