

Advice to Applicants from Employers

- First impression is written documents-cover letter and resume- so they need to be professional.
- Act and dress professionally; submit a resume and cover letter outlining your education, experience, and objective; be yourself; give good examples of why you “fit” with our organization and what you will bring to the position.
- Answer questions with examples relevant to the question, whether it is good or bad. If it is bad, how did you learn from the mistakes?
- Apply for positions within your area of interest/education. Don’t just apply for things that look good or you think you could do. (i.e. work exp/education in one field but applying for something totally different)
- Arrive on time, well groomed (clothes pressed/clean, shoes polished) research our company before arriving and prepare in depth questions you have about the position and our company. Don’t ask, “How much does this job pay?” We will discuss that all potential candidates on our timeframe.
- At minimum, visit the company’s website.
- Be aggressive, come in and meet with HR if you can get an appointment. Most jobs have multiple applicants. There needs to be something that sets you apart from that masses.
- Be calm! Be yourself! Show enthusiasm!
- Be confident and clearly state why you believe you will be successful in whatever you choose to do?
- Be enthusiastic and know the company and position you’re applying for. A follow-up note is also always a good idea, as it shows sincere interest in the position. I’ve hired someone who I “passed” on an interview, but she was so persistent and had an impressive academic background, that I gave her a shot. She is easily one of my best hires and I’m extremely glad she was so determined to work for me.
- Be ethical, honest and passionate.
- Be flexible.
- Be friendly, talkative, and provide the interviewer with enough information to make a decision.
- Be honest about what you want from a job and what your goals are for the next few years. If you do not know then say so.
- Be honest, confident, but most of all just be yourself.
- Be honest. We do background checks on everybody.

- Be more interested in what you can do for the company than what the company can do for you; this goes for any company you interview with.
- Be on time, be sharp, and listen. Don't start talking about yourself unless asked a direct question.
- Be patient with our lengthy interview process and really consider our environment before coming on board.
- Be prepared-know what kind of environment you are walking into. Come prepared with thoughtful questions and listen to the interviewer.
- Be prepared for the interview. You get 3 impressions- pre-interview, during interview, and post interview. Put together a professional, easy to read resume with applicable experience. Dress professionally and have good answers and examples. And finally send a thank you note!!
- Be prepared, understand the company's mission and culture, understand what you are looking for as well, and be sure to find out answers to your questions.
- Be pro-active in follow up, but remember that I'm busy and if I ask for "no calls" respect that. Also, casual dress for a professional position sends the message that you don't see yourself as a professional (yet), and you will be offered a salary in the lower range of the pay, if you get an offer.
- Be professional, open, honest, and sincere, show evidence of initiative and industry knowledge, be proactive in your research, show flexibility and adaptability.
- Be sincere and make sure we fit your values, interests, and especially your innate talents.
- Be sure you know information about the company, the mission and why you would like to work with them. Is it for money, for gratification, to help others etc. Be clear on your values and be sure they are in line with the values of the company.
- Be willing to look at all job opportunities, with few limitations on location. Get the experience you need, in order to request the location you want.
- Be yourself in the interview. Nothing is more frustrating from a hiring standpoint than finding out the person whom you interviewed is not who you hired.
- Be yourself! Give honest, thoughtful answers to our questions- NOT answers you think we want to hear.
- Come prepared with LOTS of questions for the interviewer and don't say "I can't think of anything- I think you covered it all."
- Convince me how you have succeeded in the past and how that transfers easily to this job.
- Convince me why you want this particular job.

- Create a uniformed look with all of your job-seeking materials—this shows professionalism and attention to detail.
- Do not use your current employer's stationary when you are applying for a job with our school district. We would not want you to use our stationary to apply for a job somewhere else. This practice is a real "turn-off."
- Do the work yourself; don't let your parents call for information on our program. If you don't have time to do your own research and contact the companies, how can we believe you'll make time for the responsibilities assigned you in your internship?
- Doing research on a company is very valuable in an interview. Candidates that present themselves in light of how that will fit the company are usually very successful. Always come with questions.
- Don't be too concerned about finding the "perfect job" or having the "perfect job title" with your first job. Find a company you can learn to grow from.
- Don't expect to be hired, or pressure the manager to hire you as a permanent employee. We have very low turnover, and our managers are VERY turned off by that—so much so that they sometimes decide not to hire from that individual's school in the future. Just try to get as much out of the experience as you can.
- Don't have errors in your resume and/or cover letter. Before you submit your resume and cover letter, make sure it is tailored to what we may be looking for (relate everything to the position you are seeking)
- Don't just say that you need an internship/job—say why you want this one!!
- Evidence of your interpersonal skills will carry you further than your GPA.
- Find the organization that fits your work ethic and personality first, money second.
- First impressions are very important. Even if you're just applying or dropping off a resume you should come professionally dressed.
- Follow-up. Applications sent over the internet are often lost.
- Have the passion for advocating for children—you have to like kids; willingness to learn and continue your self-development; develop your conflict resolution skills; continue working on your organizational skills and systems.
- Have evidence of work or classroom assignments that relate to the position. Example- an artist should have an example of an ad or brochure in your portfolio.
- Have knowledge of the company. Ask thoughtful questions regarding the company. Remember that you are also interviewing the company to see if you are a good fit for them.
- Have previous experience, either paid or as a volunteer.

- How hard are you willing to work for 35K per year? Answer – 60-65 hours per week.
- Include a well-written cover letter that connects your experience and interest with the job we are offering. You'll get an interview 90% of the time if you accomplish this. But sadly, only very few candidates bother to do this.
- Integrity will get you beyond your goals!
- It's not only academic learning, but how you are able to apply it that matters.
- Know the company and come prepared with specific reasons/examples of how you have successfully accomplished similar work.
- Must be able to think outside the box. Since we are a gaming company, it's important to think strategically in order to grasp the overall scope of the gaming business.
- Must show passion for the field.
- Network! Always an advantage to have an inside connection.
- Not only do we look for work, internship experience and extra-curricula involvement (especially leadership roles) we look for company cultural aspects. Does candidate exhibit company values and traits? Read company website and understand company mission and vision. What are their values and traits, will I fit the culture?
- Only apply for those positions which you are truly interested in.
- Possess the following skills: communication, multi-tasking, problem-solving, and customer service.
- Practice and be prepared for interviews but remember to remain relaxed and be yourself. Overdoing it with prepared answers may make you seem dishonest.
- A candidate stands out when they don't have to think hard for examples.
- Present yourself professionally on paper, on the phone, and in person and always maintain a positive attitude.
- Prompt, courteous, dress for success, brief answers, and eye contact!!
- Provide all the information necessary for us to consider you as a candidate for positions in our district. Then be prepared to discuss with us your teaching skills and the reasons you want to be a teacher.
- Read and follow the application requirements. For interviews: read about or find out about the position and prepare to talk about how your education and experience relate to the duties of the position. For each experience you have (on the job or in the class room) that relates to the duties, prepare and practice speaking about the situation, achievement and result (SAR) of that experience.

Describe the related situation, what you did and the good results of your actions. Prepare this for each related experience and practice saying it. Thinking it and saying it are two different things. Don't be over confident. It shows and it's a turn off. Humble confidence is the character you want to portray. Always wear a dress suit when meeting agency representatives, even when they dress business casual. Last. Be early for everything.

- Research the company.
- Research the industry, specific firm/company, and specific job prior to submitting your resume for consideration.
- Show up on time, be prepared (research the organization does, have references ready, ask questions about the job and organization, have a clear goal in mind (what do you want to be doing in five years?), bring a pen, complete a sample application (most apps are alike) prior to the interview then you have all the information at hand, complete the application even if the information is on your resume, no bare midriffs or thong sandals.
- Start early- six months before graduation.
- Take a hard look at differences of benefits short and long term. Compare turnover and employee retention of 4 or 5 companies and see who has the best support in training.
- Take advantage of the services offered by Career Services.
- The most important quality is attitude, attitude, attitude.
- To be successful you must be very passionate about your work.
- Try to get whatever relevant experience you can, whether it comes via co-op, internship, or some other form. Also, be certain you do not make spelling or grammatical errors on your cover letter or resume. I might expect those from someone who is not well educated, but I would expect more from a college graduate. Be confident in your abilities and try to convey that confidence in the interview process.
- Walk the walk if you talk the talk.
- We deal in internships. For interns, experience or background are nowhere near as important as an adult, professional attitude. A student who may be somewhat unqualified, but who has a focused and mature attitude, will always be offered a position in preference to a student with incredible qualifications, but who exhibits immature or irresponsible behaviors/mindset.
- You have to have an open mind and strong desire to learn in order to be successful.