Opening Disclaimers

• One man’s opinion
  – Moderate experience in recruiting
    • I typically see what doesn’t work more than what does
  – P&G’s approach may differ from others

• Does not guarantee employment but could prevent early regrets

• Meant to supplement advice received from Career Services
Getting the Campus Interview

• Starts with a strong educational and technical background
  – Examples of Mastery, Leadership, and Collaboration
  – You cannot invent work (and not be found out!)
  – Publish, publish, publish

• Continues with a well-written Resume/CV
  – Use Career Services
  – Use professional and personal experiences
    • Leader of Youth Group, Volunteer Coordinator, etc.
COMMANDMENT I

Knoweth where you are going before you leave
Where do you want to be?

• #1 Advice I tell all young scientists is “go where your passion takes you”
  – If you want to post-doc, do it
  – If you want to go to law school, do it
  – If you don’t know, that’s OK too, but…
• Don’t interview with someone if you have no intention of going in that direction
• Net, our time is to short here and your taking up space from someone else
COMMANDMENT II

Time is thy enemy
Time is NOT on your side

• The entire interview is 45 min
• You get 10 min to talk about your thesis work
  – Most of you could talk for days about your work
  – You will get cut off at 10 min
• Hit the high points
  – Critical steps, examples of innovation, problem solving and collaboration are excellent examples
• The remaining time is for the interviewer to ask questions
  – This is where the true assessment occurs
COMMANDMENT III

Swallow your pride and call in the reinforcements
Bring talk aids

• Anything that streamlines the summary of your thesis work will do:
  – Manuscript/poster reprints
  – Power point presentation
  – Hand drawn reactions

• Handing it out in advance is even better

• CAUTION: Be certain that what you give out is non-confidential
COMMANDMENT IV

Knoweth thy Devil’s Advocate
Defending the ‘So What’

• Be prepared to explain the practical applications of your work
  – As if you were explaining them to your grandmother

• Interviews are ‘won and lost’ on this alone

• This point should come out in the first 2 minutes – no exceptions
COMMANDMENT V
Speaketh Plainly
Speak Clearly and Slowly

• You all have passion for your work, don’t try to spit it out all at once
  – If I don’t understand it, then I can’t rate it
• If English is not your native language, then you must be even more mindful of your communication
  – Interestingly I have more trouble understanding those whose English is their native language
• Practice your thesis summary, pausing between every word
COMMANDMENT VI

Looketh into the mirror
Time to answer questions about you

• Majority of time is spent answering various questions
  – Aimed at understanding your behaviors

• Biggest misunderstanding is you can’t prepare for this
  – Study your own past
  – Go beyond your thesis work, beyond graduate school, beyond undergraduate work
  – This is your life’s story
COMMANDMENT VII

Driveth thy Chariot....or CAR
Context, Action, Results

- Context – What/why were you in a particular situation that you are describing
- Action – What did you do in response
- Results – What was the outcome
  - I will probe for all three, occasionally asking follow-up questions
Example

• **Question:** Tell me about a time when others used you as a resource because of your expertise?

• **Answer:** I was approached by a student in another group to help them run GC-MS since I was our labs expert. I set up a time where we could discuss her needs, arranged time on the instrument and gave her hands on training. Since then, she has gained proficiency on the instrument and uses me as a resource to troubleshoot.
COMMANDMENT VIII

Thereth are no wrong answers...just better ones
Think before you talk

• Pause before answering any question
  – I’ve had 30 sec pauses while people have thought of the best answer – and nailed it!

• Make sure you have all three parts of the CAR

• Provide the best example to demonstrate that trait

• Avoid repeat examples (use as last resort)
COMMANDMENT IX

Knoweth thy company
Come Prepared

• Use the internet
• Bring questions
  – What’s travel like?
  – How many hours a week do you work?
• Know the current trends/hot news
  – How does the Coty merger help P&G?
• Spell P&G correctly – Procter & Gamble
• Dress casual but come fresh and energized
COMMANDMENT X

Sharpeth thy Saw
Seek Feedback

• Get help from anyone willing to offer, even interviewer
• Practice your opening thesis summary
• Build on strengths and address development areas
• If you are not improving yourself, then you are in reality falling behind someone else
COMMANDMENT XI

Goeth!