
Job Searches & Interviews

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The logo for the Horvath Organizational Psychology Research Lab (HOPR) features the letters 'HOPR' in a bold, green, sans-serif font. Below the text is a thick white horizontal bar. Underneath the bar are four gray circles arranged in two pairs, resembling wheels or a stylized base.

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This seminar won't tell you everything

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- 
- Go to the Career Center
 - Read articles & books
 - Get mentored



Psychology of job-seeking

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- Person-organization fit & Vocational calling
- Job-seeking strategies
- A few interviewing tips

Describe your ideal job

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Person-environment fit

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- Supplementary: They're just like me!
- Complementary: They give me something I need and don't have
- Levels of fit
 - Person-vocation fit
 - Vocational interest inventories (such as the one at [O*Net](#))
 - CliftonStrengths (formerly Strengthsfinder)
 - Calling
 - Person-organization fit

Person-organization fit

- Tasks / type of work
- Salary
- Hours
 - Per day
 - Per week
- Stress
- Social environment
- Travel
- Location
- Commute
- Benefits / retirement
- Vacation
- Ability to find a partner / partner employment
- Work-nonwork balance
 - Flexibility in scheduling
 - Expectations for work outside of 'work hours'
 - Integration vs. segmentation climate
- Advancement
- Fair treatment
- Climate
- Benefit to society

What are your top 5?



How will you find a job?

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- What strategies will you use?
- Which are the best ones and why?

Common job-seeking strategies

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- Online job boards
- Networking
 - Family / friends
 - Alumni / professors
 - Weak ties
- Professional societies / trade publications
- Career services centers / Career fairs
- Headhunters
- “Cold calls” / website visits
- Print media (newspaper)
- Temporary employment

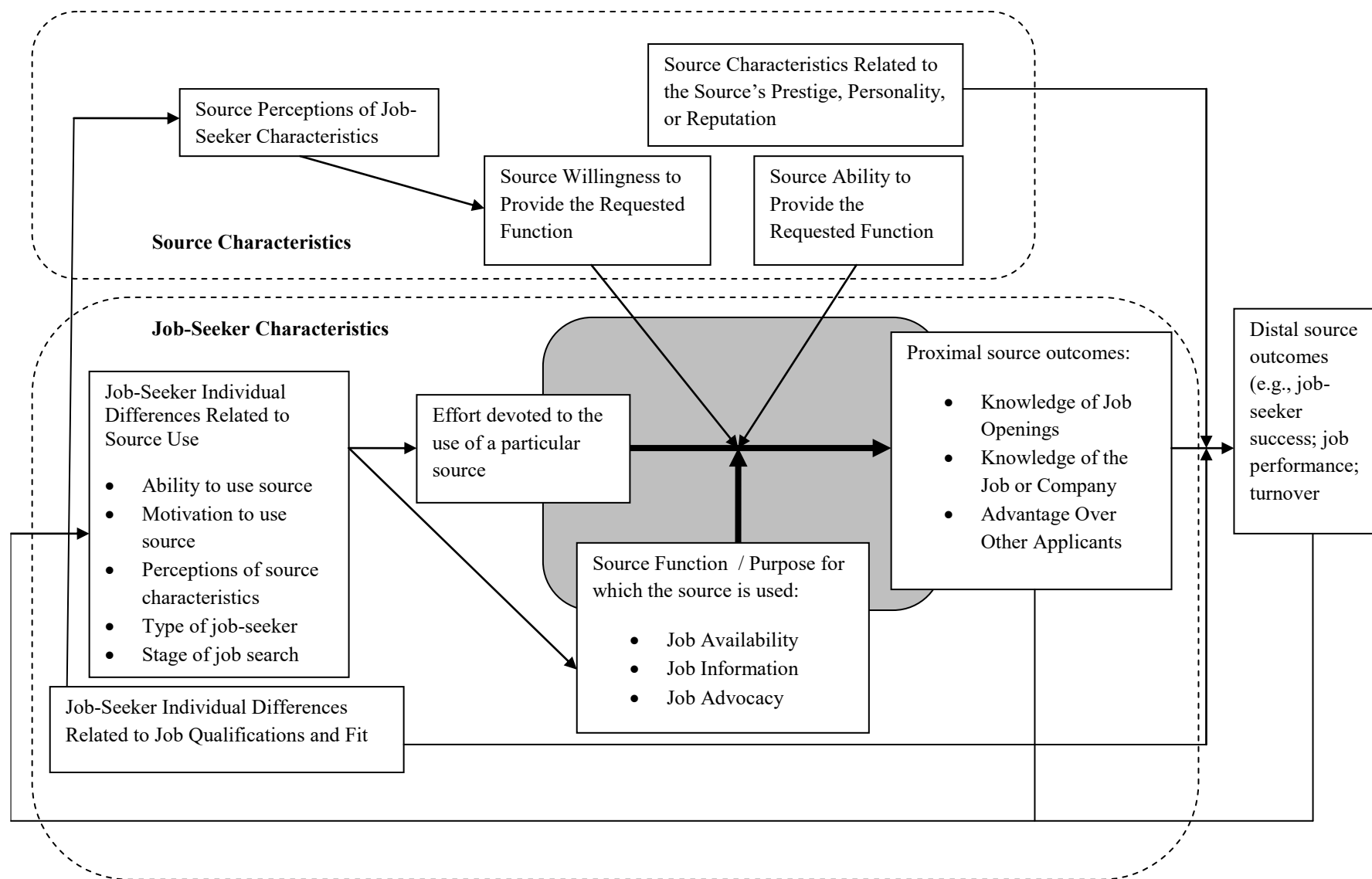


Figure 1. A proposed model of the relationships between source use, source function, and outcomes.



Job availability

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- 
- Good: Internet job boards
 - Good: Trade publications / professional societies
 - Challenges of networking
 - Size of network
 - Closeness of network
 - Expanding your network
 - Conferences
 - Mentors
 - Internships / research collaborations
 - Going beyond CSU?

Job information

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- Differentiate between perception of product vs. perception of employer
- Richer sources
 - Company website (maybe): RJP's
 - Glassdoor, etc. (maybe)
 - Incumbents / former employees

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"Extremely low pay/ Rewarding experience"



Former Employee - Instructor

I worked at Cleveland State part-time

Pros

Working with students and gaining teaching experience.

Cons

The pay , the parking, and lack of resources for part time instructors.



Helpful





Job advocacy



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- Incumbents / Networking
- Advisors

Interviews

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- They're looking for fit too
 - Supplementary and Complementary
 - Fit with current position as well as future positions...
 - Do your homework
 - They're doing their homework
 - Signaling Theory (resume, attire, email, social media)
- Types of interviews
 - Unstructured vs. structured
 - Tell me about a time when you [failed at something]
 - Tell me about your experience with [xxx]
- Ask disconfirming questions
- Never pass up an opportunity for food, water, bathroom



Takeaways

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- Fit is underestimated
- Use a variety of job-seeking strategies for a variety of purposes
- Take the interview seriously

Thanks!



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