Applying and Translating the Student Leader Experience to the Professional World

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Florida State University Career Center
Where We’re Going Today...

* Background
* Substance
* Open Floor
* Wrap It Up
Figure 1: Attributes employers seek on a candidate’s resume

- Leadership: 77.8%
- Ability to work in a team: 77.8%
- Communication skills (written): 73.4%
- Problem-solving skills: 70.9%
- Strong work ethic: 70.4%
- Analytical/quantitative skills: 68.0%
- Technical skills: 67.5%
- Communication skills (verbal): 67.0%
- Initiative: 66.5%
- Computer skills: 62.6%
- Flexibility/adaptability: 62.1%
- Interpersonal skills (relates well to others): 60.6%
- Detail-oriented: 57.6%
- Organizational ability: 42.4%
- Strategic planning skills: 35.0%
- Friendly/outgoing personality: 29.1%
- Entrepreneurial skills/risk-taker: 25.1%
- Tactfulness: 23.2%
- Creativity: 18.2%

Source: Job Outlook 2015, National Association of Colleges and Employers
### Figure 2: Influence of attributes

<table>
<thead>
<tr>
<th>Attribute</th>
<th>2015 Average Influence Rating*</th>
<th>2014 Average Influence Rating*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Has held leadership position</td>
<td>3.9</td>
<td>3.9</td>
</tr>
<tr>
<td>Major</td>
<td>3.9</td>
<td>3.9</td>
</tr>
<tr>
<td>High GPA (3.0 or above)</td>
<td>3.6</td>
<td>3.7</td>
</tr>
<tr>
<td>Has been involved in extracurricular activities (clubs, sports, student government, etc.)</td>
<td>3.6</td>
<td>3.5</td>
</tr>
<tr>
<td>School attended</td>
<td>2.8</td>
<td>2.9</td>
</tr>
<tr>
<td>Has done volunteer work</td>
<td>2.8</td>
<td>2.8</td>
</tr>
<tr>
<td>Is fluent in a foreign language</td>
<td>2.4</td>
<td>2.4</td>
</tr>
<tr>
<td>Has studied abroad</td>
<td>2.1</td>
<td>2.2</td>
</tr>
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</table>

*5-point scale, where 1=No influence at all, 2=Not much influence, 3=Somewhat of an influence, 4=Very much influence, and 5=Extreme influence.

Source: Job Outlook 2015, National Association of Colleges and Employers
The Advisor....

- Provides insight and perspective
- Allows students to discuss their experiences
- IS NOT THE CAREER CENTER (unless you want to be).
Maximizing Your Time as an Advisor

- Preparing for the Conversation
- Engaging in the Conversation
Preparation for Conversation

- Helping Students Know One’s self
- Helping Students Know their industry or environment
Helping Students Know One's self
Knowing One’s self

- Academic Performance & Background
- Experience—Related & Unrelated
- Special Skills—languages, computer skills, etc.
- **Activities**
- Career Goals

*So where does the student organization have an impact in the big picture?*
Transferable Skills

- Organization & Management
- Leadership
- Public Relations
- Communication Skills
- Supervising
- Critical Thinking
- Writing
- Creativity
## Direct or Transferable Skills

<table>
<thead>
<tr>
<th>Position</th>
<th>President or VP</th>
<th>Administration</th>
<th>Marketing &amp; Promotions</th>
<th>Judicial</th>
<th>Campus or Alumni Relations</th>
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<td>Organization &amp; Management</td>
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Clearly articulate HOW you have DEMONSTRATED these skills
When working with students encourage the following:

“YOU (the student) have to know how to talk about your experience in two distinct ways:

* As if the person across the table has no conception of what student engagement is on Florida State’s campus

* As if the person across the table has no conception of what your role does specifically”
Pro Tip #2

You have to know WHY your Greek experience is relevant to who you are speaking to as a whole

* How does it connect to your values, interests, and skills?
* How does it relate to your major and/or future occupations?
Helping Students Know Their Industry or Environment
Know the Employer

- Understanding company mission, vision, values, organization, etc.
- Enables you to ask well-informed questions
- Allows you to see how you could fit in the organization
- It is an **EXPECTATION** by employers that you have completed research
Employers Evaluate

- Verbal/nonverbal communication skills
- Self-confidence & interpersonal skills
- Problem-solving and creative abilities
- Accomplishments – a pattern of success
- Short and long term goals
- Ethics and values
- Skill match with job requirements
Engaging in the Conversation

- Interview Type Setting
- How to Articulate the Student Leader Experience
What is an Interview?

- It is a strategic conversation with a purpose
- The goal is to persuade the employer that you have the skills, background, and ability to do the job and that you can comfortably fit into the organization
- It is also a time for you to gather information about the job, future career opportunities, and the organization
*Preparation for Interview*

*Research* - field, industry, organization

*Practice* - anticipated questions

*Prepare* - questions to ask about the organization/position

*Know yourself & be able to identify your transferable skills*

*Interviewing is a skill that can be learned and improved upon with practice!*
*Behavior Based Interviewing*

- Based on the premise that past behavior is a predictor of future behavior.
- **THIS IS WHERE STUDENTS SHOULD LEVERAGE THE STUDENT LEADER EXPERIENCE. EVERY STUDENT LEADER SHOULD HAVE “5 STORIES”**.
- Interviewer will probe for examples; candidate will not be able to generalize.
- Very structured. Interviewer will likely ask the same set of questions for each candidate.
- Practice, practice, practice!
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Practice, practice, practice!
It will be an expectation that students can articulate their experience. Each student should have 5 stories:

- 4 positive accomplishments, results, and experiences in which the individual contributed
- 1 incident in which a student experienced *failure* and learned something from that failure
- The stories do not have to be from the same organizational experience
- The stories should not to brag or boast but to give context the experience.
* Initial Items to Note

- The decision gets made early in the interview
- Focus on the items that you can control
- The driving force behind the interviewer’s assessment is a subjective perception of your personality and capabilities
Every leadership experience that you have gives you an opportunity to develop your transferrable skill set. It’s up to students, however, to figure out the “how” and “why”.
Individual Career Development isn’t just about how your coursework applies to your future career field. It’s about figuring out how your degree AND experiences work together for maximum success.
Success follow those who take the time to figure out what they have done well and why their experiences are comparable to anyone else’s.
* Any Final Questions?

“Thats all Folks!”

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