

08:59:40 From Lara Hammes to Everyone:

Bryant & Stratton College, Albany, NY open positions: My Job Search

09:07:06 From Robert Braathe - Career Service Station to Everyone:

Happy to connect! <https://www.linkedin.com/in/RobertBraathe>

09:18:21 From Michael Markou to Everyone:

It's a pleasure to meet you all... please feel free to connect with me on LinkedIn here <https://www.linkedin.com/in/mike-markou-02535324/>. So glad we have a chance to connect today. There are always great career opportunities at Capital Region BOCES, I encourage you to check them out here: <https://www.capitalregionboces.org/employment/job-openings/>

09:27:09 From Denise Harding to Everyone:

Please add questions to the chat.

09:27:49 From Khrystin.Comerford to Everyone:

What questions should we NOT ask during an interview?

09:28:03 From Menyel Brooks, MPH to Everyone:

What's the best way to address gaps in resume (i.e. going to school, being a caretaker, etc.). And addressing why you left jobs.

09:29:03 From Lara Hammes to Everyone:

Please feel free to reach out on LinkedIn: (7) Lara Hammes | LinkedIn

09:29:33 From Warda Hamail to Everyone:

In an interview, approximately how long (in minutes) should a response be? I understand that this can vary depending on the questions, but just want to know about an approximate time frame.

09:29:52 From Michael Markou to Everyone:

@Menyel Brooks, MPH always be honest. You just want to make sure you have thought about (ahead of time) WHY you have taken that time off.

09:29:53 From Warda Hamail to Everyone:

thank you! 😊

09:30:45 From Sabryna Strack to Everyone:

Thank you all for taking the time to talk with us today, I am curious about the best way to answer salary expectation questions as well as how to handle prescreening/recruiter calls (Is there anything specific we should be saying in these calls?)

09:30:56 From ksmith to Everyone:

In rural counties, opportunities are very limited. what type of strategies' can be utilized for unconscious bias in smaller counties?

09:32:19 From Robert Braathe - Career Service Station to Everyone:

Replying to "What questions should we NOT ask during an intervi...":

Salary may not be something good to ask about during the interview - save that for after you receive an offer. There's usually enough info in the posting or available online to know that.

Also too granular specifics about time off and vacation. That will come up later too

09:32:52 From Robert Braathe - Career Service Station to Everyone:

Replying to "What's the best way to address gaps in resume (I.e...)":

Don't try to hide the gaps - always show months. If you had a career gap to take care of a loved one or for going back to school, there are ways to list that out too

09:33:27 From Robert Braathe - Career Service Station to Everyone:

Replying to "In an interview, approximately how long (in minute...)":

I find 30-90 seconds is plenty. If you have a longer answer, you could say towards the end "would you like to hear any more?"

09:33:28 From Anna Giglio to Everyone:

What questions about benefits are appropriate for an interview?

09:33:36 From Khrystin.Comerford to Everyone:

Replying to "What questions should we NOT ask during an intervi...":
thank you!

09:34:03 From Warda Hamail to Everyone:

Replying to "In an interview, approximately how long (in minute...)":
Perfect, thank you!

09:34:42 From Robert Braathe - Career Service Station to Everyone:

Replying to "In rural counties, opportunities are very limited...":
mentioning your willingness to commute, listing out the city closest to you where you wish to work rather than the town or community you live in.

09:35:37 From Lara Hammes to Everyone:

Replying to "What questions about benefits are appropriate for ...":

I think all questions about benefits are appropriate, but maybe not during the first interview. When you are negotiating salary you'd want to address these questions.

09:35:48 From Robert Braathe - Career Service Station to Everyone:

Replying to "What questions about benefits are appropriate for ...":

Framing it with a statement is good "I really hope to stick around here for a while. What benefits/perks do you offer people after they have been here for a year or more?"

Or discussing what training or continuing education do you provide.

09:36:52 From Lara Hammes to Everyone:

Replying to "Thank you all for taking the time to talk with us ...":

Be realistic about where you should fall within a range. If the job is a stretch, you should reflect a lower ask. If you want more, you should be prepared to substantiate that ask with relevant work/education.

09:37:23 From Robert Braathe - Career Service Station to Everyone:

Replying to "Thank you all for taking the time to talk with us ...":

One of my favorite tips is "I'm happy with getting the average of the people who typically have been hired for this role". This can prevent you from lowballing yourself. I once thought a project was going to pay me one rate and the offer they gave me after asking for the average was about 4 times what I expected.

09:38:14 From Emily Palmer to Everyone:

How obvious is it when an interviewee is desperate for a job but also actually wants to fit in/be a part of your team?

09:38:47 From Sabryna Strack to Everyone:

Replying to "Thank you all for taking the time to talk with us ...":

This is great information, thank you both!

09:39:20 From Lara Hammes to Everyone:

Replying to "How obvious is it when an interviewee is desperate...":

I think it might be detectable, but if it is married with real enthusiasm, you're ok.

09:40:13 From Robert Braathe - Career Service Station to Everyone:

Replying to "How obvious is it when an interviewee is desperate...":

Pacing your speaking so you aren't speaking too fast can be helpful. Relaxed body language is also very helpful

09:41:29 From Emily Palmer to Everyone:

Replying to "How obvious is it when an interviewee is desperate...":

Thank you both!

09:41:25 From Warda Hamail to Everyone:

Is there any way of preparing for the interview beforehand in terms of information (like anticipating the questions I'll be asked, and preparing for answers to the questions)?

09:41:45 From Kate Graziano to Everyone:

How many questions should we be asking at the end of an interview?

09:41:55 From Michael Markou to Everyone:

Replying to "How obvious is it when an interviewee is desperate...":

I agree with Lara. Everyone WANTS to have a job and be employed if you're there interviewing. Really truly thinking about WHY you want to be there and being genuine in your answers is important. What you don't want to be is untruthful... because if you're untruthful and get the job the employer will always find out who you truly are in time. So be transparent 😊

09:42:31 From Emily Palmer to Everyone:

Replying to "How obvious is it when an interviewee is desperate...":

Thank you!!

09:43:33 From Lara Hammes to Everyone:

Don't be afraid to ask if there is anything that interviewers would like you to address or clarify. It is a sales technique called "overcoming objections." It may save you if there is any question that isn't rephrased.

09:45:03 From Lara Hammes to Everyone:

Replying to "How many questions should we be asking at the end ...":

Depends on how much conversation you've had throughout. If you were totally interactive, not many. Otherwise, at least 1 or 2.

09:46:28 From Sabryna Strack to Everyone:

I have heard that some people reach out via LinkedIn to individuals that are in the same or parallel positions to ones that they are applying to at a company to see what the culture there might be. What are your thoughts on this, good or bad idea?

09:47:01 From Robert Braathe - Career Service Station to Everyone:

Replying to "Is there any way of preparing for the interview be...":

Having some good situations you've faced in your career ready can be a great way to prepare. Also, making sure you do a good read of the posting can help you guess what may be asked.

It's all about the right amount of practice but avoiding memorization of how you'd answer potential questions.

Glassdoor often has some good questions that have been asked in typical interviews with companies

09:48:11 From Kate Graziano to Everyone:

Replying to "How many questions should we be asking at the end ...":

Thank you!

09:48:56 From Warda Hamail to Everyone:

Replying to "Is there any way of preparing for the interview be...":

Thank you so much!! All the information you are giving is so helpful. Noting it all!

09:50:37 From Emily Palmer to Everyone:

How do you handle in NYS when they're required to at least post the salary range but they don't? There's a legal responsibility for them to do so and it's off-putting when they decide not to

09:51:29 From Lara Hammes to Everyone:

Replying to "I have heard that some people reach out via Linked...":

LinkedIn is excellent. Some employers like contact there and some are not as thrilled. I hired someone who reached out proactively, but gently, because she showed initiative and got the interview in that fashion. But, some employers have told me that they're not as excited about contact that way.

09:51:33 From Lisa Chidsey to Everyone:

How can you set yourself apart from the 100+ "applicants that hit apply" on linked in? It feels like you do not get a call/interview unless you know someone at the organization.

09:52:49 From Robert Braathe - Career Service Station to Everyone:

Replying to "How can you set yourself apart from the 100+ "appl...":
prior to applying, or after applying, reach out to people who have a similar role or work at the company. Send an invite request on LinkedIn saying "I'd love to hear about your experience working at XYZ Corp. I've been considering applying and would love to hear if it would be a great fit for me too."

09:52:51 From Lara Hammes to Everyone:

Replying to "How can you set yourself apart from the 100+ "appl...":
Go directly to company websites when you see a job board posting. It more directly gets to the job poster.

09:55:30 From ksmith to Everyone:

Salary can be frustrating when employers are asking \$18 an hour with a bachelors degree, maybe \$20 with a masters

09:56:11 From Robert Braathe - Career Service Station to Everyone:

A couple great sources for opportunities

<https://stillhiring.today>

<https://www.weworkremotely.com>

09:56:39 From Menyel Brooks, MPH to Everyone:

What's the best way to follow-up after an interview?

09:58:11 From Rita Svetanics to Everyone:

I am at a point in my career where I am still not exactly sure which direction I want to go, so I have been applying to positions in fields that I am interested in and have relevant skills for, but they are adjacent to the current field I'm in. How do I go about showing genuine willingness to grow in a position, even though I may not have an exact idea of where I want to end up in my career?

09:59:00 From Robert Braathe - Career Service Station to Everyone:

Replying to "I am at a point in my career where I am still not ...":
a customized cover letter can tell a good story of the reasons you are considering the change.

09:59:40 From Robert Braathe - Career Service Station to Everyone:

Replying to "What's the best way to follow-up after an interview...":
send an email within 24 hours, and followup 1-2 weeks later

10:01:31 From Kate Graziano to Everyone:

Talking about salary, can you speak to the gender differences in salary negotiations? I have heard from many peers and male colleagues that myself and other women are often not asking for as much in negotiations. How can we balance this without asking for too much, especially when salary ranges are not listed (for example, jobs outside of NYS, etc.)?

10:01:49 From Robert Braathe - Career Service Station to Everyone:

Replying to "I am at a point in my career where I am still not ...":
informational interviews can be helpful too. Reach out before you apply and mention you are looking to transition to a new / adjacent field and are interested in discussing options for someone in your situation

10:02:30 From Menyel Brooks, MPH to Everyone:

I was once asked in a panel group interview with other candidates where they asked "What animal best describes you?"... I said a Velociraptor

10:02:43 From Rita Svetanics to Everyone:

Replying to "I am at a point in my career where I am still not ...":
I had not thought about informational interviews!

10:02:59 From Rita Svetanics to Everyone:

Replying to "I am at a point in my career where I am still not ...":
I appreciate the advice!

10:03:08 From Lara Hammes to Everyone:

Replying to "I was once asked in a panel group interview with o...":
That's an awesome answer.

10:05:43 From Menyel Brooks, MPH to Everyone:

Replying to "I was once asked in a panel group interview with o...":
My reason: They're highly intelligent and adaptive, and they go after what they want. They don't exist anymore... and people like me don't exist anymore.

10:13:36 From Lara Hammes to Everyone:

Replying to "I was once asked in a panel group interview with o...":
That's really well thought out. Good answer!

10:14:17 From Marie Saba to Everyone:

Thank you all! This has been super insightful, but I have to hop off the call.

10:20:03 From Kate Graziano to Everyone:

Replying to "Talking about salary, can you speak to the gender ...":
Thank you for all the information answering this!

10:21:49 From Menyel Brooks, MPH to Everyone:

How do you feel about interviews that require you to do work for the interview? I've had jobs request that you do a project for them to discuss in the interview. And I've heard of people getting ghosted after doing the work. Is this a red flag or is this just a trend in hiring right now?

10:21:58 From Robert Braathe - Career Service Station to Everyone:

Great to speak with you all today! I need to jump off for a 10:30. Feel free to connect <https://www.linkedin.com/in/RobertBraathe> and setup a 5-15 minute followup chat at <https://go.oncehub.com/RobertBraathe> - email robertjbraathe@gmail.com

10:27:33 From Erika Cary, RPI to Everyone:

It was great to connect with everyone! I also have a 10:30 - find me on LinkedIn happy to chat further!

10:31:04 From Warda Hamail to Everyone:

Thank you all for such an informative session. This was so insightful, and helped me understand what exactly I can improve in an interview! Best of luck to all the fellows 😊🙏

10:31:10 From ejenkins to Everyone:

thank you all for the great advice and sharing your expertise 😊

10:31:13 From Alyce Bilello to Everyone:

thank you so much

10:31:19 From Conor Riley to Everyone:

Thank you!

10:31:15 From Megan Polhamus to Everyone:

Thank you all so much, this was extremely helpful

10:31:20 From Alyce Bilello to Everyone:

This was so so so helpful

10:31:23 From Kate Graziano to Everyone:

Thank you!!

10:31:32 From Mariyam Ferdousi to Everyone:

thank you so much!

10:31:39 From Adeshina to Everyone:

Thank you ALL !

10:31:43 From Tanya Sorenson-Schoharie Health Dept to Everyone:

Thank you so much, I really appreciate all your insights and guidance!

10:31:44 From Princilla Anyamesem, MPH to Everyone:

Thank you !

10:31:49 From Khrystin.Comerford to Everyone:

thank you!!