

MScAC

Master of Science
in Applied Computing

2701: Section 5301

Elevate your Interviewing and networking
Benchmark and Level set

Benchmark and Level set

6:00	pm	Introductions, Foundations for interview and networking + Benchmark
7:00	pm	BREAK
7:15	pm	LinkedIn +Networking
8:00	pm	BREAK
8:15	pm	Interview preparation
9:00	pm	Thank you!

Objectives: After today's session you should

- Understand how to land an internship
- Have strong foundations for interviews and networking
- Have a better understanding of your interview and networking levels and areas to improve

Luki Danukarjanto

- Career Coach and Educator
- Former Computer Scientist
turned Management Consultant
(+ campus recruiting lead)
turned Educator/Entrepreneur
- Author and Podcast/YouTube host
“SIWIKE: Stuff I Wish I Knew Earlier”



This is a safe space! Plus a BRAVE space!

We're here to learn and grow: Progress vs Perfection!



Get out of your comfort zone!

- If you're feeling uncomfortable, you're learning!
- Let us know if you have gone into the “anxiety zone”!
- Mistakes are not just expected, mistakes are encouraged!



Tell me about yourself (in 30 seconds or less)

- Name
- Fun fact
 - Something most people don't know about you
 - Favourite food, place, movie, music, game, etc.
- What you'd like to get from these interview and networking prep sessions?



Imagine you're going to the Olympics...

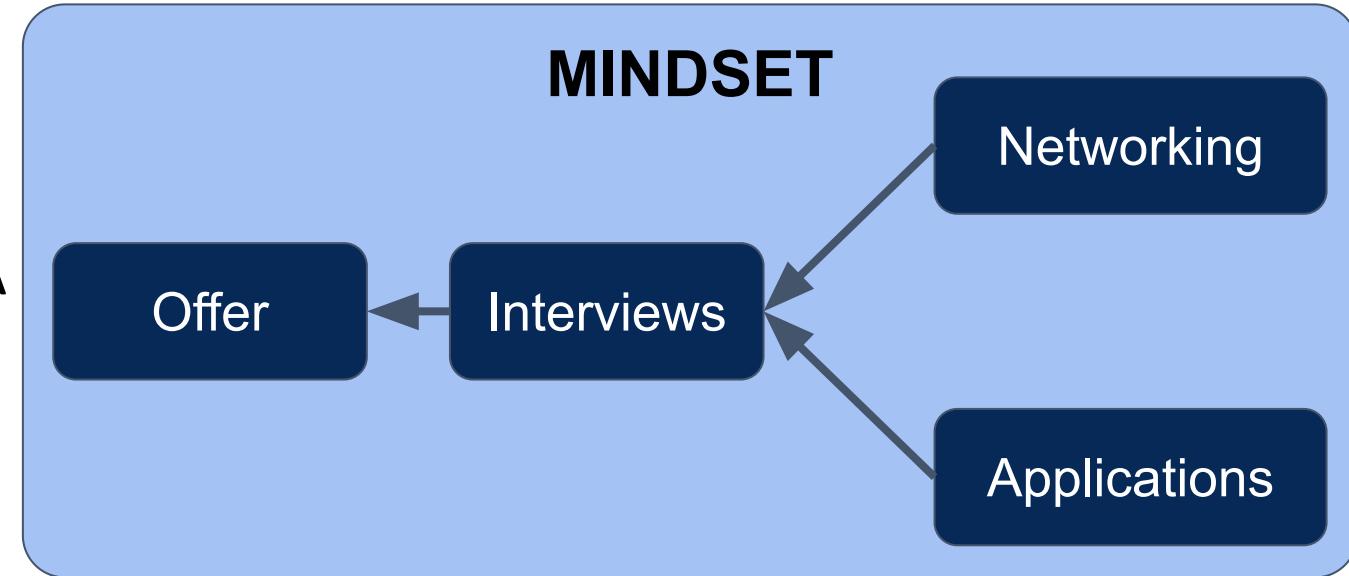
- When do you start training?



To land a job...

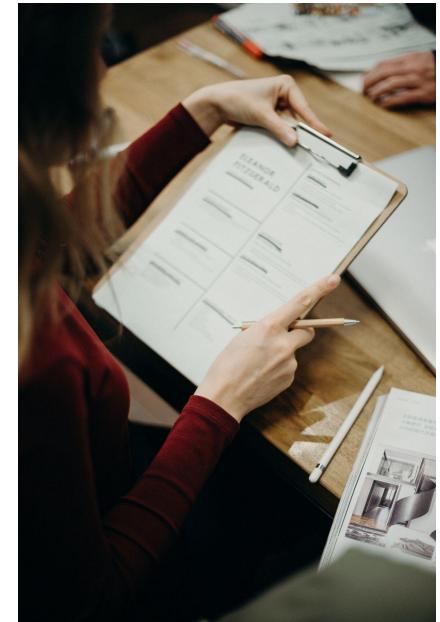
The job search is just MATH and DRAMA

- MATH = networking, practicing interviews and applying
- Everything else is DRAMA!



BENCHMARKS

- Most will land a job from the Industry Expo
 - Typically 20-50+ applications (less with networking)
- Otherwise you may need to go through the “normal” job process
 - “Normal process” Typically land a job: ~200 applications + networking connections



Landing an internship

STRESSED out crammer:

Practices and networks
just before/during
internship week

Start practicing later

FRAZZLED late securer:
Often one of the last to
secure an internship

The amount of practice you do and when you start
is inversely proportional to your future stress level!

**Lots of interview practice and
networking**

Aim this way!

IDEAL internship searcher:

Practiced interviewing,
networked → landed a role
prior to internship week

Start practicing sooner

Little interview practice and
networking

“LUCKY” student:

Happened to pick the right
company and role, and
performed well enough

Foundations: Mindset

MINDSET

- Growth Mindset + Abundance Mindset
- Self-Compassion + Self-Care
- FOCUS:
 - Don't Have vs **Have**
 - Can't Control vs **Can control**
 - Past vs Present vs **Future**

SUGGESTIONS

- Make managing your mindset a daily practice!
 - Journaling
 - Mindfulness
 - Meditation
 - Coaching
 - Therapy

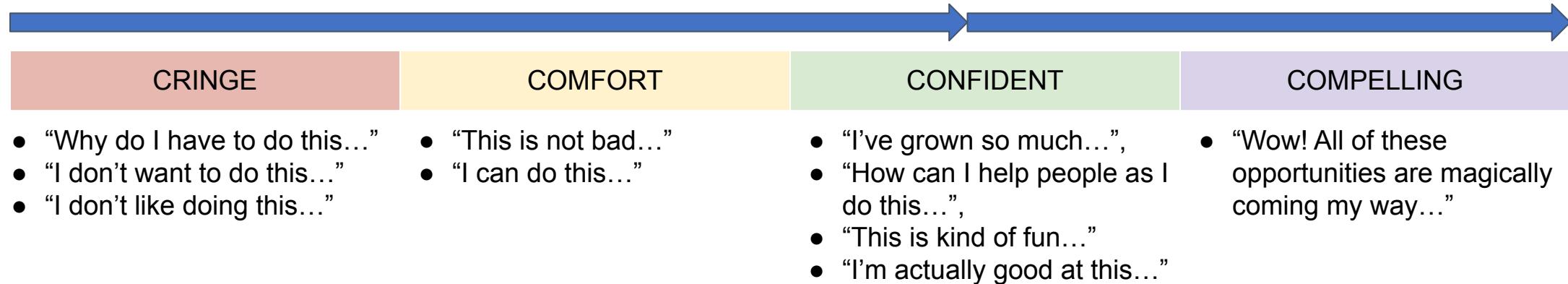


Who plays the violin?

- If you haven't practiced, why would you be good at interviews OR networking?
- The job search is a “game”: you do better when you know how to “play”
- Be kind to yourself as you learn and grow!



Growth process



Helpful “Tools”

- Body Scan
- Power Pose!
- ‘5-second rule’

Confidence: “the ability to figure it out”
Feel the fear, stress, anxiety AND do it anyways!



BTW... When you procrastinate: Think CODA

Procrastination is often an emotional regulation issue

- Confused: I don't know **WHAT** to do
- Overwhelmed: I don't know **HOW** to do it
- Demotivated: I don't know **WHY** I'm doing it
- Afraid: I'm **SCARED** to do it



**Being brave enough to ask for help,
it is a true sign of wisdom**

-Confucius



From Student to Professional

Students (tend to...)

- Cram
- Attend
- Reactive
- On time/Late
- Meet expectations
- Do it on their own
- Assume
- Are learners



Professionals (tend to...)

- Iterate (and get started earlier)
- Participate + Contribute
- Proactive
- Early
- Exceed expectations
- Collaborate & Ask for help
- Communicate & Validate
- Are lifelong learners



What are your behaviours?

What behaviours do you want to have?



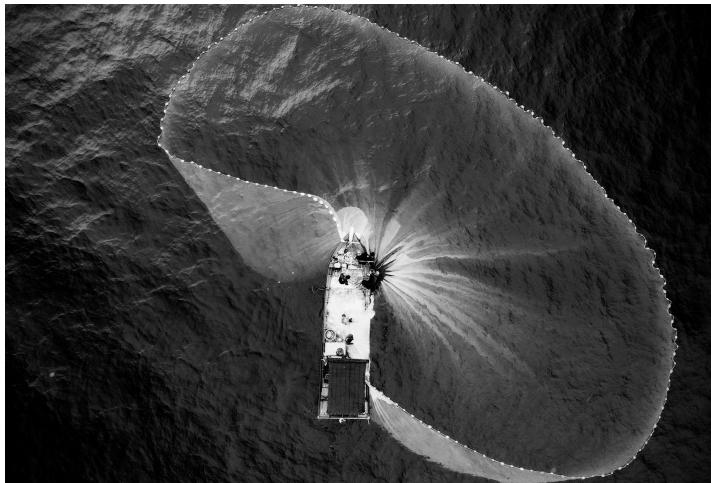
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What do you want?

- Try everything and see what you get vs **FOCUS** then expand
 - Shotgun vs **Sniper**
 - Fishing with a huge net with huge holes vs **smaller net with smaller holes**
- You can always adjust!



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Benchmark

Where are you now? Where do you want to be?

- https://docs.google.com/forms/d/1-DnuPG96dLuQI1bmG_w3Z-c-Imf6Ph3LFI2N9I40FE/edit

How would you rate yourself in each of these?



NOTE:

5/10 is average not 7/10



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What your seniors said...



02/05/2024 8:09 PM

Definitely! I am finally done with the interviews for the season, but I think that I learned a lot just going through this process that I will be able take with me for the future when looking for full time jobs after the internship.

I am also happy to report that it seems like my interviews were actually quite successful as I was able to secure 3 offers. The preparation from last semester really helped me get to this point, so I wanted to thank you again for all the help!



04/24/2024 10:41 AM

Hi Luki, I'm thrilled to let you know that I have accepted an offer from Next Pathway. I truly appreciate all the support and guidance you've provided during my job search. Your advice has been invaluable, and I will continue to practice and apply what I've learned.



02/20/2024 10:56 AM

Hi Luki so sorry for the late reply! January is a really tough month for me 😊 Finally I got and accepted the offer from Modiface for advanced reality work, which is my ideal position! As a non-native speaker, who have stayed in Canada for only a few months, it was a little challenging to compete in job market, I find your lecture and training so useful when networking and taking interviews. Learning to reach out is so important and that is what you taught me. Thank you so much!



02/25/2024 11:45 AM

I got an offer from Unilever, and I think your classes on STAR method really helped me throughout the interview process. Thank you a lot!



02/07/2024 10:26 AM

Hi Luki,
Just wanted to thank you for everything. This had been a stressful week and I got 2 offers for internship!
One from J Squared and one from UHN. I went with the latter cause the project seemed more interesting.
I'm thankful that I got what I wanted and I was able to network and speak well enough to get many interviewing opportunities.
That is all thanks to you! I'm grateful for your pointers, sessions and confidence boosting tips! 🎉



02/19/2024 12:39 PM

Hi Luki, I hope you are doing well. I just want to let you know that I found an internship that is the perfect fit for me and I can't achieve this without you training us on interview. Thank you so much for the effort and for making the courses interesting.



05/07/2024 6:34 PM

Hi Luki sorry I missed your message; I wanted to let you know that I successfully secured an internship, and your advice on interview skills and job searches have certainly benefitted my applications, and I want to thank you for that
But there's still room for improvement, would it be possible if I record some interview questions and ask for advice from you from time to time?

LinkedIn: Basics

Profile

- Professional looking picture
- Background
- Compelling Headline
- About section
- Experience: to be searchable
- Skills: matching jobs of interest
- Engage and interact: like, comment, share



Let's go around the room and
check your profiles!

Networking Foundations

- Effective networking = Build Meaningful Connections

MINDSET

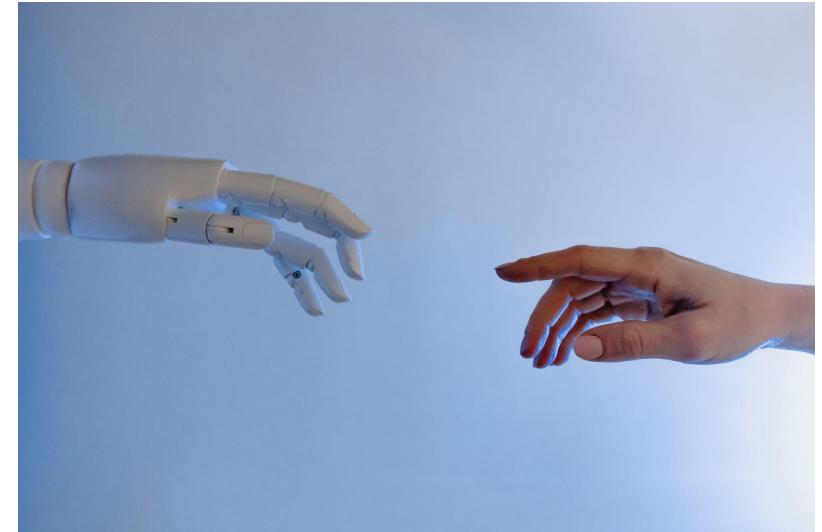
Connections

Meaningful

Build

LinkedIn: Connecting

- Send a connection request **IF YOU CAN!**
- Do some research and make it about them!
 - Connect with them as A PERSON
 - Connect on interest (and/or commonality)
 - If you can: avoid “job” until they bring it up
- 10: 6/3/1:
 - “You miss 100% of the shots you don’t take”
-Wayne Gretzky



Connect with your classmates, seniors, alumni

- Connect with me!
- Connect with all of your classmates
- Connect with department
- Search for seniors, alumni
- Search for “your past”
- Search for POIs “People of Interest”



Networking: Levels (CACPF)

1. Contact: Just met and/or have their contact info
2. Acquaintance: Few messages exchanged
3. Casual connection: Multiple messages over time, coffee/virtual chat
4. Professional friend: Value provided, they are looking for opportunities for you
 - * 50+ hours
5. Friend: in-person/synchronous communication with regular follow-up
 - * 200+ hours



Aim to get to level 3-4 (which takes time)!

* [Jeffrey Hall 2018](#)

Networking: Conversations

- Ice-breakers: introduction + “elevator pitch”
 - Weather, season, event, current context
- Small talk: (Breadth conversations)
 - HEFE: Hobbies, Entertainment, Food, Environment
 - FORD: Family, Occupation, Recreation, Dreams
 - “And how about you?”
- LISTEN and move towards “big talk” (Depth conversations)
 - Emotions: curiosity, interest, excitement
 - Open ended questions: why, how, what, describe,
“That’s interesting. Tell me about...”,
“What do you think about...”



Networking: Listening

Levels of listening (SCCMU)

1. Self: waiting to speak
2. Content: I can repeat everything you said
3. Context: context based on circumstances
4. Meaning: what relevant and is not being said
5. Understanding: when everything comes together



**Pausing and taking time
is fine and normal!**

Networking: Conversation Threading

- Disclosure and connection
 - “I did that as well...”
 - “I did something similar...”
 - “I haven’t done that before. That’s interesting, tell me more”
 - “That reminds me of...”
- Practice your “stories” (i.e. your HEFE, FORD)



Networking: Value

How can I help with that? ARCS-T (CARTS)

- Attention
- Resources
- Connections
- Skills
- Time

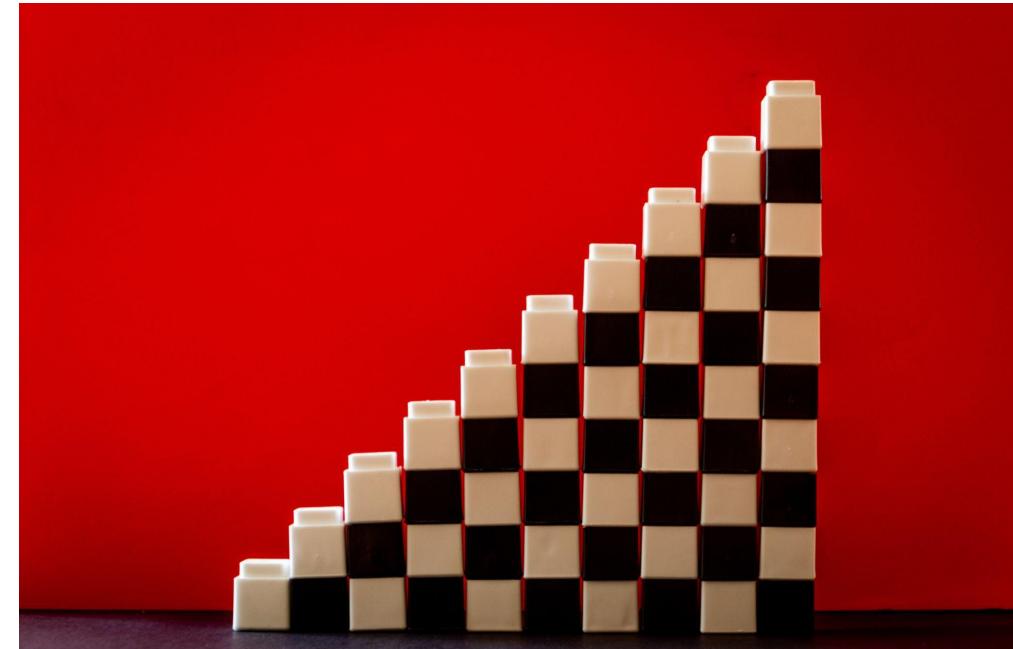


“The more you give, the more you receive”
-Proverb

When will you schedule
“non-negotiable time”?

Networking: Reflect and improve

- What did I do well?
- What could I do better?
- When can I practice doing both next?
- What value could I provide?



“Don't wish it were easier, wish you were better”
-Jim Rohn

Your “Elevator pitch” DRAFT

- 30 seconds (3-5 sentences) to introduce yourself

Starter Frameworks

- Who-What-Why-Goal
- Past-Present-Future
- Role-Impact-Goal
- Skills-Experience-Goal
- Value Proposition
- Strengths-Story-Goal

Prepare multiple variations

- General
- Peers
- Seniors
- Technical
- Non-technical

Let's Network

- Upgrade your networking Level: CACPF - Contact, Acquaintance, Casual, Professional Friend, Friend
- Intro + Conversations: HEFE, FORD. “And how about you?”, “That’s Interesting. Tell me more about...”
- Listening: SCCMU - Self, Content, Context, Meaning, Understanding
- Conversational threading: Disclose and connect
- Value: ARCST - Attention, Resources, Connections, Skills, Time
- Reflect: What did I do well, What could I do better?



Break!

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9:00 pm Thank you!



Let's explore the “Interview Gym”

- <https://utoronto.biginterview.com/login>
- <http://yoodli.ai>

Resources

- <http://focusinspired.com/mscacreresources>
- OR
https://docs.google.com/presentation/d/1-iqndsh4b_zQdrH9BDWJOTwXK-TODdsu/edit



Interview Gym expectations

- Minimum 1 practice interview/day (7 per week) ~7 mins/day
- Ideally 8 practice interviews/day (56 per week)
 - Gradually work your way up
 - Week 1: 1/day
 - Week 2: 2/day
 - Week 3: 3/day
 - Etc



Interview Foundations

Mindset

- Growth mindset
“Whether you think you can, or you think you can't – you're right” - Henry Ford
- Imposter Syndrome:
Perfectionist, Soloist, Natural Genius, Superman/woman, Expert



Delivery

- SMILE!
- Eye contact
- Filler words (pause instead)
- Pace
- Posture, presence and overall confidence
- Attire

Interview success is all about PRACTICE!

MINDSET

Delivery

Content

Content

- Every interview question is a 3-part question:
 - Whatever the question is...
 - and how does it benefit the company and the role...
 - and why should we hire you?
- Did you answer the question WELL by making it relevant to the company/role?
- Did your answer showcase why they should hire you?
 - **SKILL:** Do they think you can do the job?
 - **MOTIVATION:** Do you love/show passion for the work?
 - **FIT:** Do they want to work with you?

Make it personal by using the name
of the company at least once!

Tell me about yourself ROUGH DRAFT

- ... + How does that benefit the company and the role?
 - + Why Should I Hire you?
- Hook or “Clickbait”
 - Sample Prompt: You are <info about you> interviewing for <role information>. Give me some memorable openers for a “tell me about yourself” response.
- Pick the 1 area from the Job Description that you could be demonstrate and go into a detailed (STAR/Sshare example - story tell)
- Related 1-4 other relevant details
- Summarize and close

Interview Theatre

- Who wants to be on the “hot seat”?
- Let’s calibrate your rating



Do you feel that you...

1. Understand how to land an internship
2. Have stronger foundations for interviews and networking
3. Have a better understanding of your interview and networking levels and areas to improve



Interview and Networking expectations

Between now and next session

Interviews

1. Practice ALL (30) high frequency questions from [RESOURCES](#) (record in Yoodli)
 - Estimate 2-3/day over 2 weeks (20 mins/day)
 - Self-rate and build a plan to get to an 8+/10 rating
 - Peer interview practice to rate 10+ questions (in Yoodli)
 - ADVANCED: Practice by turning job posting into questions

Networking

1. Connect with 1-8 people of interest/day
 - Plan to have 1-2 coffee/virtual chat
 - ADVANCED: Do a value brainstorm or value project



Thank you!