Career Services

AN INTRODUCTION

// FLATIRON SCHOOL

// **Agenda**

// **Career Services: A Brief Recap**

// **Career Coaching 101**
   +**Our Coaching Philosophy**
   +**How to Maximize Your Coaching Experience**
   +**Coaching Roadmap**

// **Job Seeking 101**
   +**Traits of a Successful Job Seeker**
   +**Common Misperceptions**
   +**Nuggets of Wisdom**

// **Looking Ahead: What's Next**
   +**Career Services Timeline**
   +**Accessing the Career Prep track**
   +**Job Seeking through COVID-19**
   +**Action Items**

What's Career Services?

(Y)OUR GOAL:
To be a no brainer hire.

//

we

// What Makes a No Brainer Hire?

// You have the technical skills needed to do the job well

// You have the soft skills to be a great collaborator and work well with others

// You are able and eager to learn new concepts quickly

// You are able to add value and make a meaningful contribution from day one

// How We Work With Students

// 1:1 Career Coaching

+Get you ready to job seek

+Resume, LinkedIn, interview prep, job leads strategy + more

+Help you build your brand and tell your story

+Weekly virtual coaching once you're job seeking

// Career Prep track

+Our 'encyclopedia' of job seeking

+Lessons, videos, templates, resources

+Learn the finer points of executing a job search start to finish

// Proven Job Search Framework

+A tried and true job search framework that ensures you are as visible and competitive in the job market as possible

+Individualized to your goals

// Employer Partnerships

+Vast employer network with top companies big and small

+Intros supplementary and contingent on employer requirements

+Resume visibility once you set a Job Search Start Date

Career Coaching 101

// **Who We Are**

// **A team of highly experienced, passionate career development professionals dedicated to helping our students transform their lives**

// **Former HR leaders, recruiters, educators, university counselors, career + leadership consultants, and business executives**

// **Career transition and personal branding experts**

// **90+ Coaches strong and growing, located across the US and globally**

// **Your co-pilot/partner in success!**

// What We Do

// **Teach you the skills you need to not just land a job, but grow a career**

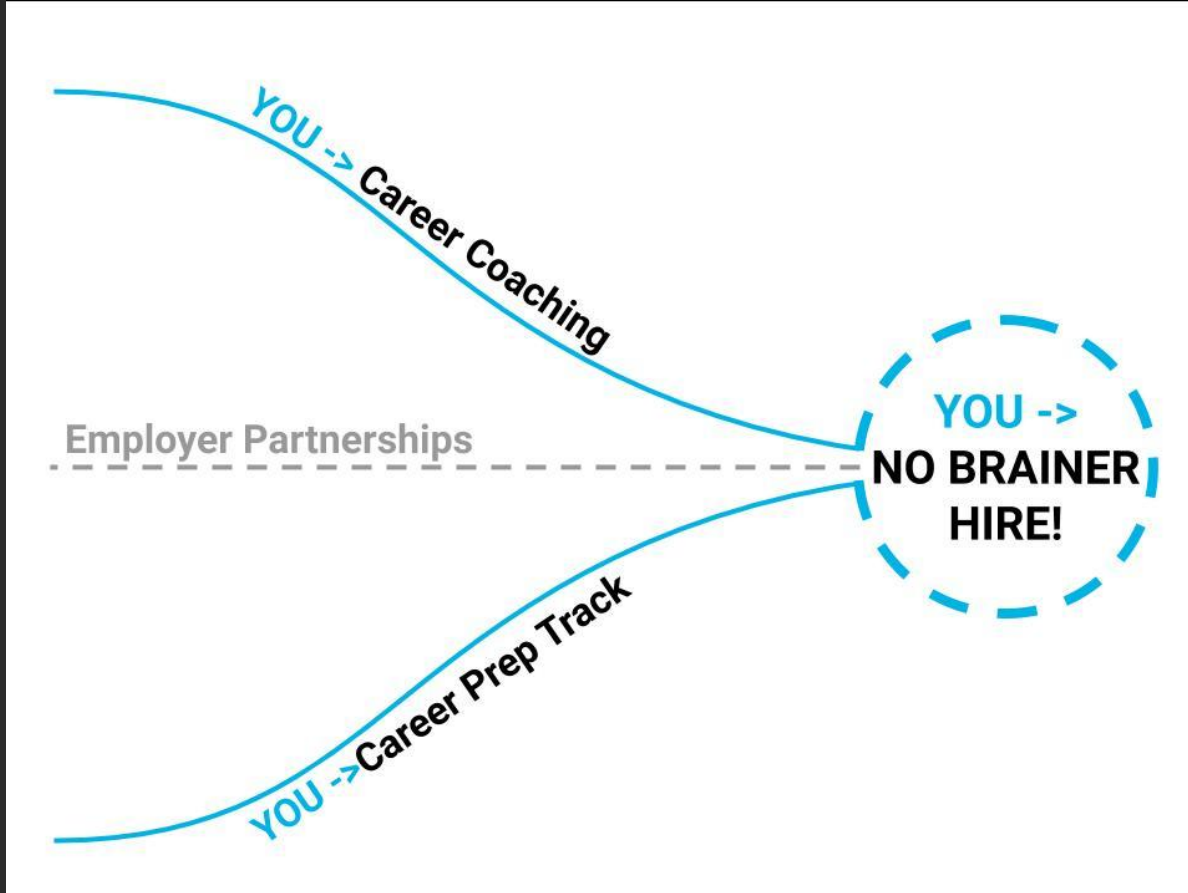// **Strategically guide you as you lead your own independent job search**

// **Work hand-in-hand with you through every step of the job search until you are employed**

// **Teach you to be a job search ninja**

// **Help you merge your technical skills with your soft skills and strengths to be a no brainer hire**

Your Path to a Job

// Our Coaching Philosophy

// Coaching Is ...

// Asking thoughtful questions to help you make informed decisions about your career trajectory

// Cognizant and respectful of your unique goals and individuality

// Strategic feedback and guidance as **you** lead/drive your own independent job search

// Focused on goal setting, accountability, results

// A relationship built on trust and collaboration, fueled by candid feedback from both parties

// Coaching Is Not ...

// Solely telling you what to do

// Judgemental or assumptive of your individuality and goals

// Doing the work for you (finding leads, applying, getting you interviews, etc.)

// Solely theoretical and lacking goals/focus

// One-sided, authoritarian

// How to Maximize Your Coaching Experience (Your Role)

// Schedule weekly meetings with your coach, so you stay on track and build forward momentum

// Keep your coach updated minute-to-minute with notable happenings (interviews, rejections, code challenges, offers!)

// Be an effective communicator. Ask your coach for what you need, and give feedback -- you are 50% of the relationship

// Don't 'ghost' your coach. The times you're feeling confused or frustrated are the times coaching can help you the most

// What's Next: Coaching Roadmap

Declare your Job Search Start Date within 0-60 after Graduation.

Overwhelmingly, students who declare sooner vs. later are in jobs faster.

// MEET YOUR CAREER COACH
- ❏ Complete Career Survey in Learn
- ❏ Schedule Kickoff Meeting

// RESUME
- ❏ Submit Draft
- ❏ Review + Finalize with Coach

// PERSONAL BRAND
- ❏ LinkedIn
- ❏ GitHub
- ❏ Online Presence

// MOCK INTERVIEWS
- ❏ Cultural/Behavioral (Coach)
- ❏ Technical (Practicing professional in your field)

// CAREER PREP TRACK

// JOB SEARCH START DATE

= **You in a job (sooner vs. later)!**

Job Seeking 101

// Traits of Successful Job Seekers

// **Act like an owner:** Take ownership for your job search and career.. Be proactive. Take initiative. You are in control.

// **Grit:** Exude passion and perseverance for your goals. A job search takes effort. Persist when you face obstacles.

// **Growth mindset:** There is always room for improvement. Success is on the other side of fear. Resistance = you are about cross the boundary line to success.

// **Scrappiness:** Get things done. Be resourceful. Embrace change/doing things differently and thrive in ambiguity.

// **Pursue Mastery:** Always be learning — actively seek and embrace feedback from your coach.

// Common Misperceptions

// Myth

// *I will get a job right away with little to no effort*

// *All I need to do is mass apply online to as many jobs as possible, and wait. They will come to me.*

// *My Coach or EP will get a job for me*

// *I don't know enough/have experience to get a job*

// *If people don't reply to me, I shouldn't bother*

// *Getting rejections means I'm a failure*

// Reality

// **A job search is not a straight line; It's hard work**

// **Mass applying DOESN'T work. People get jobs from people (<10 grads got a job via a posting)**

// **YOU are responsible for leading your job search**

// **You have everything you need! Our grads get jobs. (Your Flatiron experience = experience)**

// **People are busy and/or forget; follow up**

// **Rejections are normal; expect some. Each one is an opportunity to learn and be better next time**

// Nuggets of Wisdom (from Flatiron Alums)

// *"Apply yourself to your search like you did to learning to code and you will be sure to excel."* **- Tim, Priceline**

// *"Pursue every job lead and follow up as much as possible."* **- Veronica, University of Miami**

// *"Going to meetups and sending outreach emails has more power than you think."* **- Bhagyashri, O3 World**
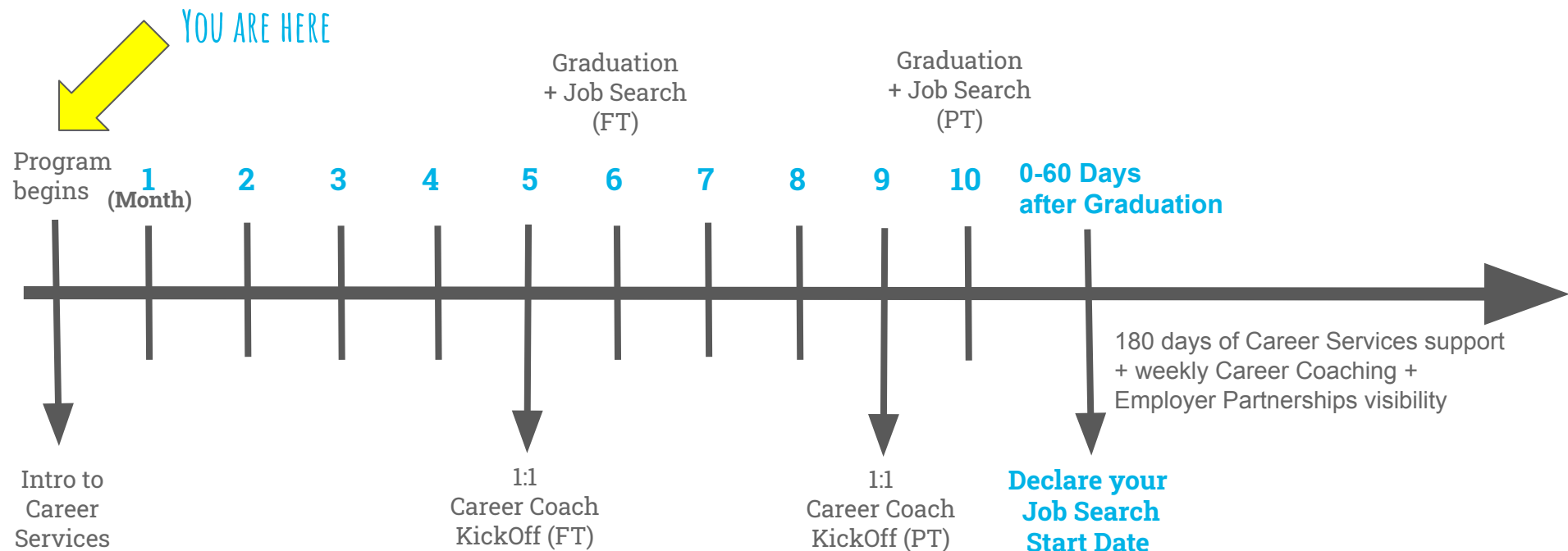
// *"It's important to be patient with yourself. Don't take networking for granted, and continue to code!"* **-Frida, Raise**

// *"Stay motivated! Don't let rejection feel too personal."* **-Jordan, WeWork**

// *"Trust the process and embrace being uncomfortable."* **-Ari, FCB Health**

Looking Ahead: What's Next

Career Services Journey

YOU ARE HERE

Program begins

1 (Month)   2   3   4   5   6   7   8   9   10   0-60 Days after Graduation

Graduation + Job Search (FT)

Graduation + Job Search (PT)

180 days of Career Services support + weekly Career Coaching + Employer Partnerships visibility

Intro to Career Services

1:1 Career Coach KickOff (FT)

1:1 Career Coach KickOff (PT)

Declare your Job Search Start Date

Your Learn.co
Career Coaching Dashboard

How You'll Use It:

- After each job prep session that you complete with your Coach, you'll mark off that session as Complete.
- Your Coach will then confirm completion from their end.
- This Dashboard provides a snapshot of where you are in the job prep process, and what steps you have left to complete before declaring your job search start date.
- *Design Students*: please make sure you've set up your name in Learn per the instructions provided. This is needed to get matched with a Career Coach.

Accessing the Career Prep Track
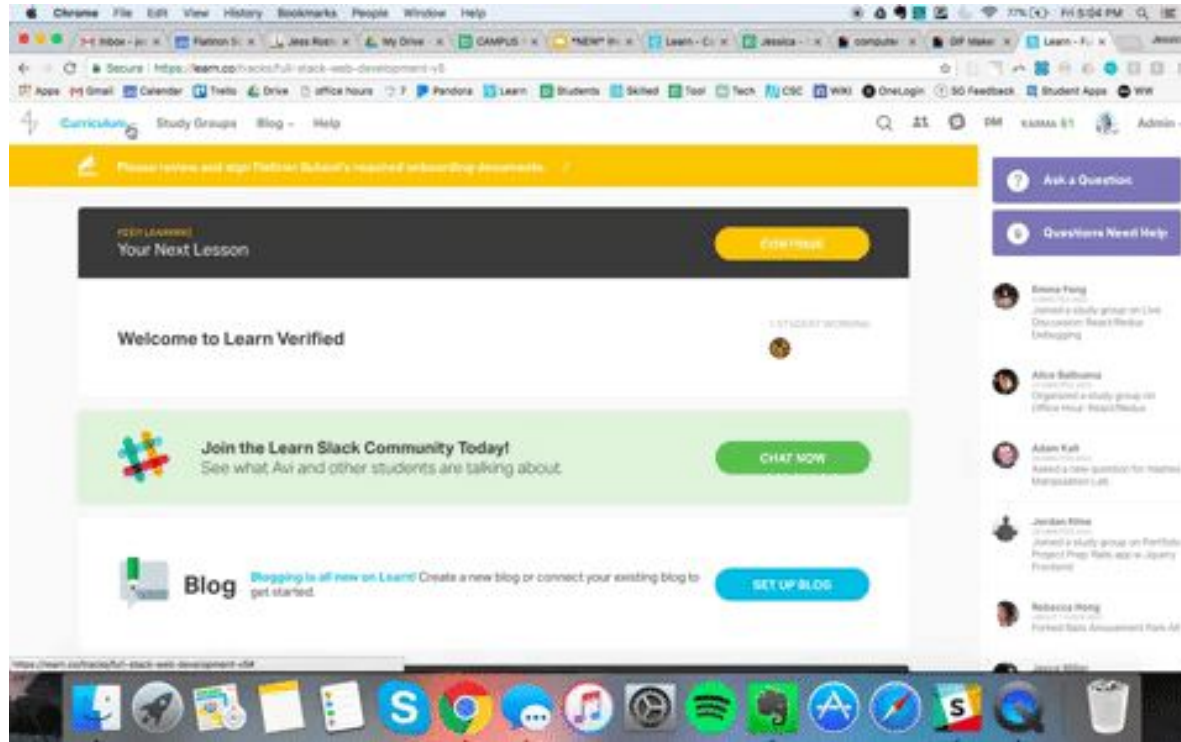
What You Can Do Now
(to Get Ahead)

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// What Would a
No Brainer Hire Do?

// **Priority #1: focus on your program and build the technical skills you need to be a no brainer hire**

// **2: Be strategic. Choose project and blog topics that relate to your career goals/interests = builds your value and online brand!**

// **3: Start acting and thinking your way into your new career; practice your elevator pitch at meetups, with students; support one other**

// **4: Begin building your Flatiron network = advocates/endorsers for you, present + future**

Job Seeking through COVID-19
Best Practices & Resources

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Build a Foundation of Practice

Supportive Habits/ Mindset

Energize, Meditate, Etc.
- Do what brings you joy
- There's no 'right' or 'wrong' way to meditate

Respond vs. React
- Eliminate 'all or nothing' thinking
- Curb perfectionism
- Apply what's worked in your program to your job search

What supportive activities/outlook are you putting into place right now?

Permission

Give yourself permission to:
- ❏ not check the news
- ❏ find joy, even during a crisis
- ❏ set boundaries and say no
- ❏ get support: career coach, family, friends, peers, SAP
- ❏ do things differently/take risks

It's permission, not an ultimatum
- Create space for new possibilities, not rigid rules that increase anxiety
- Be scrappy; experiment and learn what works best for YOU

What permissions can you give yourself?

Focus

Focus on what IS in your control
- Finish out your program strong
- Build a goal-related final project
- Cultivate your Flatiron network
- Be intentional about your target companies and industries
- Perform due diligence; who's hiring
- Consider remote/freelance roles
- Prepare extra for interviews
- Ask smart questions
- Leverage virtual meetups, etc.
- Keep your technical skills sharp!
- Use our Job Search Checklist

What will be your first focus moving forward?

Resources

Student/Job Search Support
- [Flatiron Student Assistance Program (SAP)](#) (enter code: *flatiron*)
- [COVID-19 Job Search Checklist](#) (smart strategies, links to job sites, email templates, etc.)
- [Learn Career Prep track](#) (our 'encyclopedia' of job seeking, start to finish)
- [COVID-19 Job Market Insights & Strategies](#) (up to date info on companies, industries & more)
- Your Career Coach! (your partner in success)
- [Virtual Career Services AMA](#) (Open Q&A); Thursdays, 11:30am-12:00pm ET

Meditation/Practices/Mindset
- [Headspace app/meditations](#) (free meditations ⇒ reduce anxiety)
- [Greater Good in Action](#) (science-based, practical exercises to boost well-being)
- [Fear Setting Ted Talk](#) (Tim Ferriss shares how you can thrive & focus on what you *can* control vs. not)

[No Brainer Hire in the Making...]

// Action Items

// Keep working hard and finish your program

// Ensure your email address in Learn is accurate

// Expect an email from your Career Coach

// Complete the Career Survey and proactively schedule your Coaching Kickoff

// Build a foundation of practice that supports you in achieving your goals

TAKEAWAYS ?

QUESTIONS ?