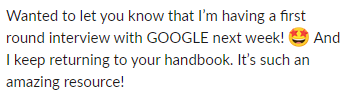
The GA Job Search Handbook

**🏆 Please use the Comment function for questions, suggestions, & feedback! 🏆**

It contains [Core Job Search Strategies](#_utthqfewiwsk) for each of the areas you need to attend to, the ABCs of Apply, Build, and Connect.

It contains a whole [Troubleshooting](#_udc6ostzr19h) section to help with issues you're running into

It also has Appendices for every type of GA grad: [SEI resources](#_xksfwsib7085), [UXDI resources](#_3agtg1abpxc), and [DSI resources](#_oql4mx7baw7u)



It's useful!

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# Job search activities

These are the items you need to engage with every week for job search success.

These are the core GA recommendations for job seekers.

**Each week you should:**

**Apply** - apply to 10 jobs, tailor materials, and follow up; **and** practice interview skills (behavioral & technical); **and** keep materials updated with recent work and skills (resume, linkedin, portfolio)

**Build** - build projects (even tiny ones) **or** volunteer, **or** freelance, **or** do a hackathon

**Connect** - Reach out to at least 3 new people for informationals; **or** work with a mentor; **or** collaborate on projects; **or** post regularly on linkedin + other groups/forums/slack+discord channels, etc., **or** attending industry-related meetups or activities

## Apply to jobs

| Online applications introduced as many problems as they fixed.  Now recruiters are drowning in applications from unqualified candidates, and candidates can spend weeks without getting any feedback for all their efforts.  You have to be organized, careful, diligent, and consistent.  You also need to **set your expectations accordingly**:   * Know that for most corporate jobs, [250 applicants will result in 4 to 6 interviews](https://www.inc.com/peter-economy/19-interesting-hiring-statistics-you-should-know.html#:~:text=1.%20On%20average,for%20an%20interview) (inc via Glassdoor). * So that means **your networking and application efforts will go further with smaller, less-well-known companies** * And their dollars are just as good as the big ones.   Applying intelligently means being efficient, following best practices, and then *stopping applying*.  You should also be practicing interview skills, both storytelling and technical practice, and keeping your materials updated with all the cool new work you're doing.  You're not just applying, right? You're building new stuff and new relationships too, right? Make sure you do those, too. |
| --- |

### 

### Applying intelligently

#### Before you apply

**Keep organized!** Being organized will really help you, overall - particularly if you hear back from someone you applied to weeks and weeks ago. :)

* + - * **Stay organized 1: The Master Resume** Your resume is your Master Resume. Every job you apply to, you will make a copy of it, then adjust it to meet the needs of the job.
        + Your Master Resume can have multiple projects, previous work experiences, and more. But you should edit it down to the most relevant items for each specific job you apply to.
        + Save your Master Resume in your Job Applications folder
        + It should share a header and style with your other materials
      * **Stay organized 2: Use Folders for each company and role** Create new application materials for each role you apply to and save them in a folder for that company.
        + Job Applications

Americorp

Bank.com

Cerulean Design

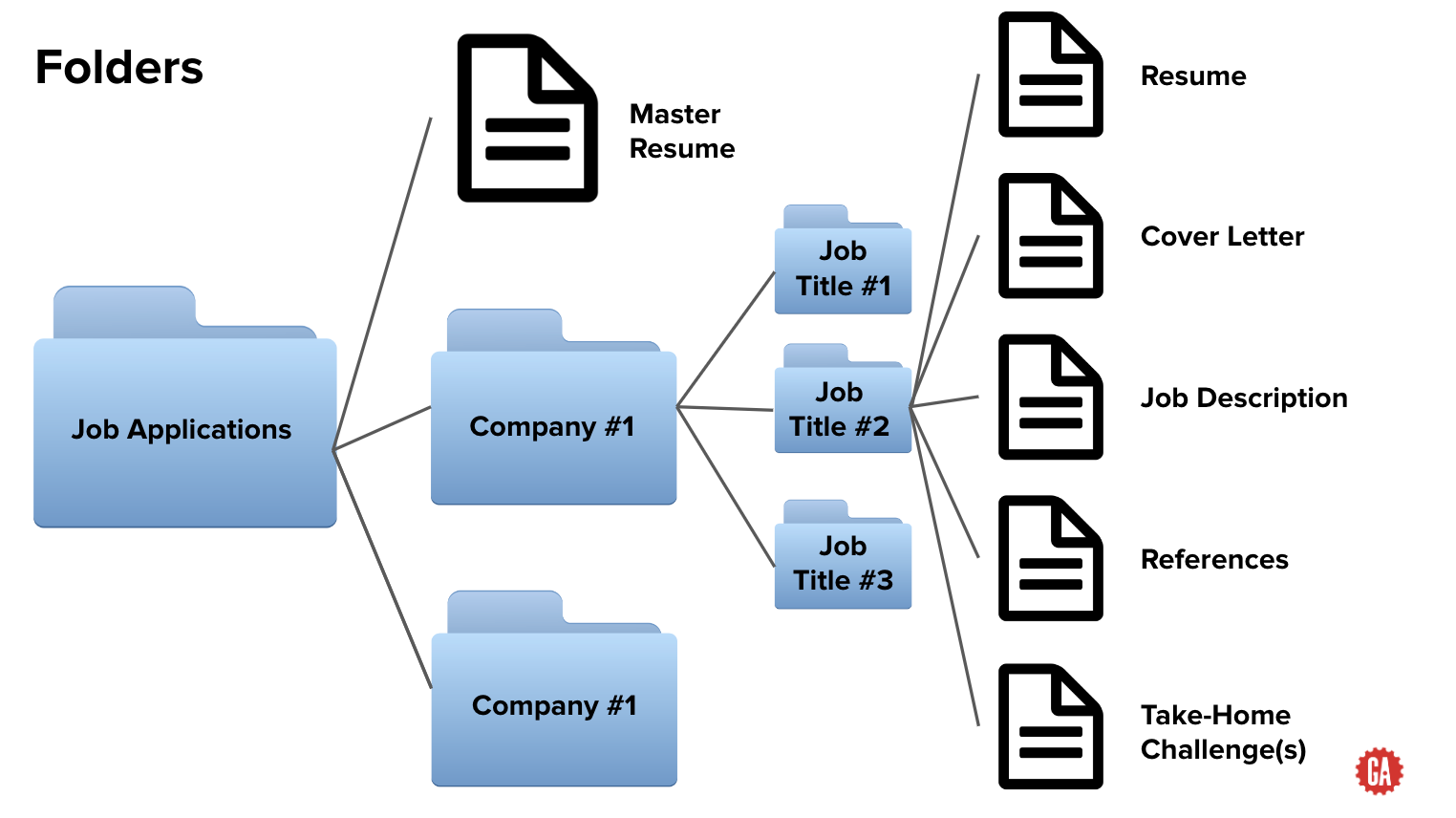
Resume

Cover Letter

References

Job Description

Take home challenge(s)



* + - * **Stay organized 3: Name your application materials** the same way every time
        + [First and Last Name] [Employer] [Job Title] [Material Type]

Mick Mize General Assembly Career Coach Resume

Mick Mize General Assembly Career Coach Cover Letter

Mick Mize General Assembly Career Coach References

#### **Cover Letters**

Cover Letters matter to some employers, and don't matter to others.

* So what do you do? *Write one that's simple and reusable*, so you don't waste too much time on something that not everyone will read. But *make sure it's specific*, not generic, so the hiring manager will see how you will fit in at their organization.
  + It should share a header and style with your other materials
* [Cover Letters](https://drive.google.com/file/d/1VBKsEtvGf--PQDqQInWsGohKDdKapgte/view?usp=sharing): use this to learn a simple, specific, and reusable method (adapted from the version from Steve Dalton in his book *The Job Closer*)

#### **References**

References will only be needed later in the interview process, if they're needed at all. So gather them now!

* Who are your references? People that know and like you professionally are best - former managers and coworkers. Reach out to them now. :)
* Create a references document you can rename for each application
  + It should share a header and style with your other materials
* Read [How to Do References](https://drive.google.com/file/d/1bFBxMaIFaPB8DWwYGWK-Y0F2m_gxnMjQ/view?usp=sharing) for details.

#### Finding jobs to apply to

Now, find worthwhile jobs You'll have better results and stay more motivated if you look for roles and companies you're genuinely interested in (don't just apply to anything, called *spray-n-pray*)

* Identify jobs at companies you think are cool - source this through conversations with pros, friends, or reading you do about the industry.
* Look for jobs at companies you have possible advocates at - search for GA grads, friends, or former coworkers who work at companies that are hiring
* When looking on job boards that sound cool - try to skim jobs for companies that sound really cool or roles that sound really neat
  + A big list of jobs boards is in the Appendix, [here](#_6poip1yy4it5).

#### When you find a good job

* It's worth applying if you have 60% of the qualifications. Job descriptions are idealized 'perfect' employees, and nobody is perfect. [The requirements often aren't required.](https://podcasts.google.com/feed/aHR0cHM6Ly9mZWVkcy5idXp6c3Byb3V0LmNvbS8xNDYwNjIwLnJzcw/episode/QnV6enNwcm91dC0xMDgzMTE2NA?sa=X&ved=0CAUQkfYCahcKEwiohuHd-fn4AhUAAAAAHQAAAAAQAQ) Shoot your shot.
* If you have possible advocates there—people from your university, GA alums, former coworkers…anyone you share a connection with—reach out and ask about the company. Use [a simple template from the Template Bank](https://docs.google.com/document/d/1SK32KHhBKr1MpgFYw9DJQO_nquMQa1fbGhACnPS5vHE/edit#heading=h.30uu5vqevrgx), and *don't ask for a job or a referral*. In your message, **keep the focus on them**. Ask about their experience there, how they got into their current role; stuff about them.
  + If they don’t respond in a few days, apply.
* If you don’t know anyone, just apply

#### Customize **your resume and cover letter**

Many companies use ATS robots to review your resume for keywords, so a little bit of time spent making sure your resume uses their terminology can help you get through to a real person

* Use any of these to get your match % above 60% (all are similar, choose the one you like best)
  + [resymatch.io](https://cultivatedculture.com/resume-scanner/) (free with signup)
  + [jobscan.co](https://www.jobscan.co/) (free when incognito)
  + [rezrunner.com](https://www.rezrunner.com/)
  + [tealhq.com](https://www.tealhq.com/) - a service to track your entire job search
    - one feature lets you add any job description to get highlights and lists of all keywords and their frequency, which you can then use to tailor your materials appropriately. Recommended.
* Here's a few specific things you can do to customize / tailor your resume
  + Update your *job title* on your resume & in your brand statement to the title of the role you're applying to
  + Tweak your *brand statemen*t for each role. Inject key words, especially soft skills that they want & you have!
  + Pull *key skills* to the front of your skills list.
  + Adjust *bullet points* for projects & past work to capture key words and main ideas of what they’re looking for. For example, if they use “collaborate” a lot, but you used “worked as a team” in your bullets, change the wording to support ‘collaborated’. Do the same for other key words.
  + Review your **cover letter** to see if you can make similar adjustments.

#### Apply to the job

* Apply early if possible - if you don't have an advocate there, cold applications in the first 24 hours do slightly better
  + But don't let lateness prevent you from applying, especially if it's a company or a role you're really interested in.
* If a cover letter is 'optional', include one. It could help you stand out
* If there are fields in the application for additional information, **be specific**.
  + For example, if they ask "why do you want to work at our company?" don't add a generic statement of interest; write something honest about what they do/practice/embody that appeals to you (or use some lines from your cover letter). If the main thing that interests you is getting paid, pivot this to how you can learn quickly and want to learn with them, and use specifics from the job description.

#### Network your application

After you apply, "network your application" by reaching out to the hiring manager and a few employees at the company.

* At the least, reach out to the hiring manager or recruiter. With them, use [a simple template from the Template Bank](https://docs.google.com/document/d/1SK32KHhBKr1MpgFYw9DJQO_nquMQa1fbGhACnPS5vHE/edit#heading=h.8gldmqqlfnj1) to express interest in talking, share key relevant skills, and mention that you recently applied to X role.
  + Look through a company's employees on Linkedin, looking for anyone with 'talent' or 'people' or 'recruiter' in their title
  + Boolean search in the title field: "talent" OR "people" OR "recruiter"
* We also recommend reaching out to people you'd be working with; the other data scientists at that company, for example. With them, reach out just like you would with any other interesting person. Use [a simple template from the Template Bank](https://docs.google.com/document/d/1SK32KHhBKr1MpgFYw9DJQO_nquMQa1fbGhACnPS5vHE/edit#heading=h.30uu5vqevrgx), and *don't ask for a referral to the job*. (They don't know you, and have no reason to put their reputation on the line for you.) In your message, **keep the focus on them**.

#### Set a follow up date

In your job tracker (or calendar) make a record your application, the people you reached out to, and set a follow up date for 1-2 weeks later.

* [See below for more about setting followups](#_xq2nvelfohdp) (don't skip this step, it's HUGE)
* If that day comes with no response, **follow up with the HR manager** with a simple note expressing your continued interest in the role, and asking if you can provide anything else.
* Need a way to keep track of your job search?
  + Use a program like [Teal](https://www.tealhq.com/)
  + Here's a simple [GA job search tracker](https://docs.google.com/spreadsheets/d/1A8xZCB1B1TsMhMjC0qUzPPg_rNcMpTXaCb6NUlZ49o4/edit?usp=sharing)
  + (Share yours with me in a comment here)

#### Next Steps

* If they reach out for a phone screen, great! Use [the interview cheat sheet](https://drive.google.com/file/d/1xMiQo8f-aA4oAQPUxzbpzVkITpU_nL27/view?usp=sharing) to prep.
* If you don’t hear back or get a ‘no thank you’ email, say thank you and ask for feedback. [See here for templates](https://docs.google.com/document/d/1SK32KHhBKr1MpgFYw9DJQO_nquMQa1fbGhACnPS5vHE/edit#heading=h.gizu31c6tl3m).

#### Recap of Applying intelligently:

* Stay organized - prep a resume, a cover letter, references, and set up folders to save them in
* Don't just apply to anything - aim for places that interest/excite you
* Before applying, reach out to possible advocates
* If a cover letter is optional, make one
* Tailor your resume and cover letter to the terms and skills they use
* Apply, and be specific if asked any additional questions
* Network your application by reaching out to hiring managers and potential teammates
* Set a follow up date

### Practice behavioral interview skills

#### Practice answering "Tell Me About Yourself"

You'll be asked a version of this in every interview, and it's so much easier when you answer using the FIT framework. It turns your background into a tailored story that highlights what you liked most, what you learned, and what you did next. [Watch this short video for the basics of the FIT framework](https://www.youtube.com/watch?v=HK1PxHdWHvk)

* The FIT framework is this:
  + A very short introduction
  + 2-3 relevant previous jobs or pursuits, and for each, share your:
    - Favorite part
    - Insight gained about what you wanted next
    - Transition made
  + Try to keep your answer at or around 2 minutes.
* You should adapt your TMAY answer a bit for each interview - for an education company, spend more time on relevant educational experience, and adjust accordingly when interviewing with a financial firm.
* *It's okay to include non-job stories in your TMAY*, especially if they help illustrate your values or things important to your development.

#### Practice your CAR/STAR stories

CAR stories are the industry standard for behavioral interview questions, and you'll feel more confident and prepared if you've practiced answering them. Here is [a Story Bank generation document](https://docs.google.com/document/d/1t89O6AQ7qdGB_NbMS3LU3RyZ0rrkmmk8GFhEPGliDTA/edit#) full of ideas and examples of CAR stories.

* Practice alone
* Practice with a friend
* Practice with a stranger - <https://pramp.com>

#### Write / develop new CAR stories

* Aim to have 1 story for each school and non-school project
* You should also have 6 basics:
  + Tell me about a time you exhibited leadership
  + Tell me about a time you had to work as a team
  + Tell me about a time you've had to work with a difficult person, or difficult people
  + Tell me about a time you failed
  + Tell me about a time you overcame an obstacle
  + Tell me about a time when you had success
* You should have 1 custom answer for each company you interview with: "Why are you interested in working here?"
* Make a copy of this [Interview Preparation Template](https://docs.google.com/document/u/0/d/1u38vd5KGuNNq9Ssx-J4fbDxqZDpP-_PaBbyyC6sF_7I/edit): to help you prepare for every interview (make a copy)

### Practice technical interview skills

#### Software Engineers

Start with Hackerrank, and progress to Leetcode

Some great resources:

* *Interview Cake (they have a GA discount)*
* the book *Cracking the Coding Interview*
* the practice website [https://*pramp.com*](https://pramp.com)

More ideas for technical interview practice are [in the SEI Appendix](#_xksfwsib7085)

#### UX Designers

ideas *(design challenge websites, practice with a friend, etc.)*

#### Data Scientists

Try the practice website [https://*pramp.com*](https://pramp.com)

### 

### Keep your materials updated

You've done a bunch of projects, right? You're currently working on one? You've got new certifications? New skills? A freelance job? Have done a hackathon?

* Portfolio
* Resume
* Linkedin
* Github
* Any other profiles you maintain - for freelancing, volunteering, open-source work, etc.

**Note**: Project isn't complete? Doesn't matter! Add it to your materials! No one at GA wants you to work on something for a month, applying to jobs that whole time, and get no credit for your work. Add it as soon as you start working on it. Add bullets for the things you do, add a 'coming soon' case study with a few details. Then fill it in further when you're done. Easy!

## Build things

| Building projects is where you prove you're different than most people in the job search.  Most want to sit on their certificate and 'get a job'.  But if you have new projects on your resume / Linkedin / portfolio site regularly, *especially* if they're freelance or volunteer projects, you'll start getting interviews.  Why?  Because you show you're in this thing for good. You're not here to just get a job, you're here for a career, ready to work and learn the real stuff.  Here are the things you can do. |
| --- |

### Personal project

***Time expectation:*** *This should take 1-2 weeks max - you don't want to get lost in a big project; that's a great way to lose motivation and momentum. Unless you're a master project manager, keep these short and small.*

* Proof of concept - can I build something that does X and Y?
* Firm up a skill - now that I know how to X, can I combine that with existing skills Y and Z?
* Try something new - I just learned X - can I use it?

### Volunteer / Pro-bono project

***Time expectation:*** *If you're doing this alone, try to limit this to just a few weeks of help. If you're doing this with a team, it can be ongoing. (an end should be discussed with your contact. They want a finished product, and you don't need to get bogged down in endless rounds of revisions)*

* *Check out one of these sites to volunteer for real world projects, it’s a great way to work in a real-world setting, network, and build your skills at the same time. And employers LOVE that you've done real-world work that benefits real organizations.* 
  + [Donatecode](https://www.donatecode.com/)
  + [DevLaunchers](https://devlaunchers.com/projects)
  + [MakeitMVP](https://www.makeitmvp.com/)
  + C[hingu](http://chingu.io/)
  + [Frontend mentor](https://www.frontendmentor.io/)
  + [Code for America](https://brigade.codeforamerica.org/)-
  + [Call for Code – IBM Developer](https://developer.ibm.com/callforcode/?_ga=2.251400388.379375642.1603915631-276026709.1603915631&cm_mc_uid=73024501118816039144950&cm_mc_sid_50200000=40626601603914495061)
  + [The Difference Engine](https://www.thedifferenceengine.io/)
  + [Code the Dream](https://codethedream.org/volunteer-opportunities/)
  + [Build for Black Lives](https://buildforblacklives.com/about)
  + [US Digital Response](https://www.usdigitalresponse.org/volunteer)
  + [DataKind](https://www.datakind.org/)
  + [Solve for Good](https://www.solveforgood.org/)
* Get inspired by watching [this 1 hour video about how freelancing and volunteering got GA grads jobs](#_qtnu2s7cvbqa)

### Freelance project(s)

***Time Expectation:*** *This should be short - 1 week to 2 months. It can be ongoing, but an end should be discussed with your contact. They want a finished product, and you don't need to get bogged down in endless rounds of revisions.*

* Get inspired by watching [this 1 hour video about how freelancing and volunteering got GA grads jobs](#_qtnu2s7cvbqa)
* Ideas:
  + Who in your network needs something? (do you know actors? They may need portfolio sites. Does your aunt need a redesign on her art site?)
  + What business you know needs something? (does your family run a restaurant? Does the dog-walking biz have a terrible website?)
  + <https://www.indiehackers.com/> - start here. Post about what you can do and ask who needs your help.
    - (stay away from Fiverr and Upwork at first; they're very competitive)
* [Navigating Freelance Work](https://docs.google.com/presentation/d/1FCVC_wSjqmZTsryialwmeF3RDgdO-Ev9H-_uAuM3XLQ/edit?usp=sharing): This is a great overview of freelance work for GA grads, including how where to find work, how have an initial call, how to scope your work and make a contract, and more.
* [Sample Freelance Contract for UX work](https://docs.google.com/document/d/1DHX1TW8oEoz3qzlRZZpel32R0Bm9rkUVIbMVdDfoG4Y/edit?usp=sharing): Good language around scope of work and deliverables - good reading for everyone
* [Sample Freelance Contract for Software Engineering](https://docs.google.com/document/d/1wz44NX8ufBjQsqH3pZ0kUDd15lnoMs1uDqrgkMEXJtE/edit?usp=sharing): Simple and clear.

### Hackathon

***Time Expectation:*** *1 day-2 weeks, plus time for adding work to your resume, Linkedin, and portfolio*

* These are *amazing* for building your confidence, showing you can do things with your new skills, and getting a portfolio project in just a few days work. Plus, you could win money, exposure, or opportunities!
* [Mintbean](https://info.mintbean.io/) is amazing - check them out!
* [MLH.io](https://mlh.io/) is amazing for these (and also a great community overall)
* <https://www.hackathon.com/> is another great overall resource

### Value validation project

***Time Expectation:*** *1-3 weeks max*

* This is a genius idea from Austin Belcak. It's about building something specific for a company based on your research and skills.
  + Example: Cam wanted a position at AirBnB. Instead of targeting AirBnb's employees, she focused on their users. (If there's one person who isn't afraid to tell you where a company is lacking, it's their customer, and every company has customers/users you can target.) Cam hit Facebook and Twitter hard, sourcing data from real customers. Turns out AirBnB's audience is pretty fired up about two things – the lack of a keyword specific search and how amazingly difficult it is to get in touch with AirBnB's customer service.
    - Next, she went ahead and drafted up two feasible solutions to both of these issues. She packaged the voice of the customers and the solutions into a *quick nine slide deck* and fired the value validation project off to her contacts at AirBnB.
* The example project (and many more examples) [are here](https://cultivatedculture.com/value-validation-project/).

## Connect

Building a new network takes time and effort, but people are eager to help - they all needed help, too!

A recently hired SEI grad shared this:

"my main tip for searching for my roles would be to do your research and *talk to people that do/did what you want to do*. **if you want to work for X company, reach out to employees @ X company with similar backgrounds to yourself and find out what they did in order to land those roles**. it's not always going to be as easy as copying and pasting their exact formula, but it can at least serve to glean helpful insight on what you might be doing right (or wrong)."

Here's [a **genius** post from Austin Belcak on networking](https://www.linkedin.com/posts/abelcak_when-i-started-networking-i-failed-miserably-activity-6973265138002841600-Gwc8?utm_source=share&utm_medium=member_desktop)

### 

### Networking that starts with People

#### Start with people you already know

* Go through your own connections for old friends, coworkers, whoever is now in your new field - send a quick message there (or via text or email or instagram or whatever if you know them better through those platforms) and use [a simple template to say hello](https://docs.google.com/document/d/1SK32KHhBKr1MpgFYw9DJQO_nquMQa1fbGhACnPS5vHE/edit#heading=h.30uu5vqevrgx).
* Keep up with your existing connections on Linkedin:
  + At least every month, set aside 20 minutes to look through your connections and see if any names or companies they work at jump out to you
  + Look through their profile to see if they’ve shared anything recently, or updated their job
  + And send a quick message there (or via text or email if you know them better through those platforms) and use [a simple template to say hello](https://docs.google.com/document/d/1SK32KHhBKr1MpgFYw9DJQO_nquMQa1fbGhACnPS5vHE/edit#heading=h.30uu5vqevrgx).

#### Reach out to people you *want* to know

**Random interesting people:** Reach out to interesting people you find via articles, blog posts, speakers at events, amazing social media posts, helpful Youtube videos, or any other means, and gather great information from them!

* **How To:**

1. Identify using Linkedin and their company site
2. Customize [a brief informational request](https://docs.google.com/document/d/1SK32KHhBKr1MpgFYw9DJQO_nquMQa1fbGhACnPS5vHE/edit#heading=h.5fiuv03fo2li)
3. Reach out to them -
   1. Email should be your first choice - use [Mailscoop](https://cultivatedculture.com/mailscoop/) or [Hunter.io](http://hunter.io) to find emails
   2. 2nd choice is Linkedin Groups - Search all your industry Groups for your target contact (you may also see on their profile which Groups they're in; join one and then Message them via the Group)
   3. Find them on social media and look for contact info
   4. As a last resort, use LI connection requests
4. Set reminders in your calendar/to do list to follow up in 5, 10, and 15 business days
   1. Here's why [followups will 3x your response rate](https://podcasts.google.com/feed/aHR0cHM6Ly9mZWVkcy5idXp6c3Byb3V0LmNvbS8xNDYwNjIwLnJzcw/episode/QnV6enNwcm91dC04NDY1MDk3?sa=X&ved=0CAUQkfYCahcKEwiAibzD2Z73AhUAAAAAHQAAAAAQAQ) (6 min podcast)
5. *(See* [*here*](#_khsyj13jw756) *for a way to do this every day on Linkedin)*

**GA or your college's grads with attractive titles**, at attractive orgs, or with similar backgrounds

* **How To:**
* Search on Linkedin
  + School field: General Assembly (or School: *[your university])*
  + Title field: "software engineer" or "ux designer" etc. (search for multiple variations, like "user experience design" & "ux design" as well- you never know what weird title people may have)
* You now have a list of people with interesting titles who went to GA or your university. [Reach out for an informational](https://docs.google.com/document/d/1SK32KHhBKr1MpgFYw9DJQO_nquMQa1fbGhACnPS5vHE/edit#heading=h.5fiuv03fo2li), using that connection as a reason for connecting.

**Interesting people your connections know -** reach out to appealing people your existing network knows and ask for introductions

* **How To:**
* Do a 2nd degree connection search for people in your new field
  + 2nd degree connections
  + Title field: "software engineer" or "ux designer" etc. (search for multiple variations, like "user experience design" & "ux design" as well- you never know what weird title people may have)
* Now you have a list of interesting people that *someone you know is connected to*.
* You can reach out to them directly: "I see you also know my friend XYZ! I'm new to the field, and would love to talk to you about how you got started…"
* You can also [use this template to ask your contact for an introduction](https://docs.google.com/document/d/1SK32KHhBKr1MpgFYw9DJQO_nquMQa1fbGhACnPS5vHE/edit#heading=h.8gldmqqlfnj1) (takes more time but more likely to result in a conversation)

### Networking that starts with Organizations

Identify the organizations you like and research them a bit. Reach out to people there and learn what you can about their work, what it's like there, how they got started, and more. ***Don't ask about jobs or referrals***. Focus on learning from the person. If they ask why you're asking, be honest - "I really like the look of this place and want to know what it's like there, and how I could fit in."

* Just send them [a brief informational request](https://docs.google.com/document/d/1SK32KHhBKr1MpgFYw9DJQO_nquMQa1fbGhACnPS5vHE/edit#heading=h.5fiuv03fo2li)
* Use your research and information from informationals for a Value Validation Project (details [here](https://cultivatedculture.com/how-to-get-a-job-anywhere-no-connections/#:~:text=Your%20Homework%3A%20Prove%20Your%20Worth%20With%20A%20Value%20Validation%20Project) - here's [a short podcast episode](https://open.spotify.com/episode/4f7FtbQCeF5E5IRmkFUsx2?si=a432722821b64a8f) with details)

#### How to build your connections on Linkedin - a specific practice for getting a useful network

* You need a network full of people who *do your new thing.* This technique gets you to identify some attractive companies in your area, figure out who works there, then send the relevant folks a short connection request. If you take 1-2 hours to do this (and stay efficient) you can reach out to hundreds of people.
* You can read the steps below, or [here's a 7 minute demo](https://www.loom.com/share/8dc40516a42d4954a7a9399ba4621692).
* **Note:** This relies on efficiency and reaching out to lots of people - don't get lost too deeply in any one company or person!
* (If you’re not in the USA, find a “best places to work in *[my city]*” list, then go to the Linkedin step below.)
  + 1. If you’re in the US, go to <https://builtin.com/companies> and use the following filters:
       - Location: find your nearest metro area (you can select as many locations as you like
       - Size: Select 1-10 and 11-50 employee companies. If there’s not many results, expand to 51-200 employees.
       - Now you should have a good number of companies to review. If there's still too many, filter by Industry, Tech Stack, and Perks.
    2. Make a list of any companies that stand out to you.
       - (Read about each for maybe 30 seconds. If they're interesting, great. Note them and move on.)
    3. Find each company on Linkedin and "Follow" them
    4. Now look through their People list for other designers, engineers/developers, and data scientists/analysts. Also include recruiters and heads of People ops.
    5. To each of those people, send a simple connection request:
       - *Hey there \_\_\_\_\_, I’m new to the UX design / SE / DS field and your background in \_\_\_\_\_\_\_ is really interesting. I’d love to connect and grow my new network. No worries if you’re not interested - either way, thanks so much!*
    6. This will result in 20-100 connections. Soon you should be seeing all sorts of interesting stuff in Linkedin, including job postings and notices from these companies. A few of these people will also offer to help, or point you to helpful resources.

### Networking by Event

* Hackathons
* Meetups
* Conventions

### Networking by Group

**You should be in lots of Groups - here's a huge list:** [Networking Resources List](https://docs.google.com/document/d/1Knt07FGFeBGyqMfBOP9MA0QxvHm-MHh3FvzfXLal7Ko/edit#) **If you're looking to build a network—and you should be—start with this list.** It has lots of online Groups (Slack, Discord, LI, FB, subreddits, forums, etc.)

* Here's a few key tactics:
  + **Contact the helpful, interesting, and funny people** - Join a group, then read through it for 10 minutes. Note the people who are sharing great stuff, and who are regularly sharing. Reach out to them there in the group using [a template from the Template Bank](https://docs.google.com/document/d/1SK32KHhBKr1MpgFYw9DJQO_nquMQa1fbGhACnPS5vHE/edit#heading=h.xfruq42abr24) and **add a line about how helpful you find their stuff**, and ask if they're down to chat with a newbie.
    - If you join a Group and it turns out to be mainly weak memes and self-promotion. Don't waste your time posting. Look for Groups with active discussions and a sense of community.
      * (if it's on Linkedin, stay in it for the [Group messaging opportunities](#_3gl93noi5tgq)!)
  + **Share stuff you find on LI and tag the source** - If someone shares something awesome, share it yourself on Linkedin, mention why you like it so much, and tag them in your post (shout them out for the good share). [See here for examples](#_923amjaaqoq4).
  + **Introduce yourself** - some Groups will have whole threads or channels for this.
  + **Share something you made** and ask for feedback - many Groups have channels or ways to do this, and it's a great way to get talking with professionals.

# Basic tactics and troubleshooting

## Red Flags (and yellow, too)

Sometimes companies give you a bad vibe. Pay attention to that, and check this list.

**Scam warning**

1. Emails not from company domain *(ex. Not from @forbes.com, it's from gmail)*
2. Misspellings / grammar mistakes in communications
3. Asking you to use any special messaging platform for interview / conversation (Teams, Zoom, Skype, Meet = all normal)
4. If you need to 'purchase equipment' as part of employment
5. If you will get paid by cashier's check or Zelle or Venmo

If during the interview they ask about your religion, pregnancy status, kids, national origin, sexual orientation, marriage status, ethnicity, [and more](https://www.polarislawgroup.com/blog/2021/march/what-are-the-protected-classes-in-employment-law/). These are all federally "protected classes" and it's illegal to discriminate against someone due to any of these qualities.

 any company or org that asks you to pay to apply for the role

 If you ask about DEI and you aren’t given a specific answer, or are told any form of ’take your whole self to work.” It doesn’t have to be a dealbreaker, but that’s a flag that that team has no particular strategy, or tangible initiatives.

 If they don’t talk about mentorship, constant learning, or professional development, OR, when asked about those things in interviews, they give vague answers. (every good company is thinking about how to keep people happy, learning, and growing)

 All glowing reviews on Glassdoor and no negative/neutral reviews. Big red flag.

<https://www.wsj.com/articles/companies-manipulate-glassdoor-by-inflating-rankings-and-pressuring-employees-11548171977>

 High turn over, mass layoffs.

 Offer letter doesn’t include everything that’s been discussed verbally. Especially regarding professional development.

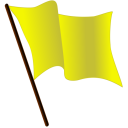
 another way to say it: vague or unclear answers to questions about onboarding and training for folks in new roles.

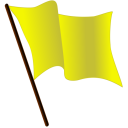
 Getting an offer via an email, when you didn't apply.

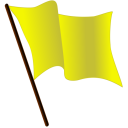
 Giving you LONG (4+ hours) “projects” as an interview assessment

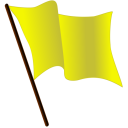
 Shifting interview driveways. If the process keeps moving away from what you were originally told in response “what are next steps?” in your first conversation.

 pressure to accept offers without time to consider full compensation / any negotiation conversations needed

 Low-ball offers (not market-relevant)

 Sporadic responses, rescheduling at last minute, not knowing the hiring timeline: these are patterns of interview scheduling chaos that can totally indicate potentially broader chaos

 Using {@} in LinkedIn messages. (Likely not personal, but automated messages on LinkedIn)

 If you ask a direct question *that matters in your decision making* and get an indirect answer. (if it’s not a dealbreaker question, don’t worry about lack of clarity)

* example: if you ask about growth and trajectory, and you’re told about Employee Resource Groups and 20% projects ---> there is no formalized/frequently executed growth pathway for this role
* example: if you’re asking about tuition reimbursements or ability to expense continued learning and they can’t walk you through the process or mention it by name ---> it doesn’t exist or it’s difficult to navigate, activate, etc

## Applying

### It takes too long to [apply well](#_2874gd6ong5b)!

Use your energy smartly. There are the following types of jobs:

1. Jobs you’re a good fit for AND you’re excited about
2. Jobs you’re a good fit for but not that excited about
3. Jobs you’re not that fit for but are excited about
4. Jobs you’re not fit for OR excited about

Here’s how you should treat them

1. Go all out - custom cover letter, customized resume, follow company on LI, comment on several of their company posts, contact 3-10 people via linkedin expressing interest, set follow up dates and stay on them until you get an answer
2. and 3. - custom cover letter, customized resume, follow company on LI, contact at least the hiring manager, follow up once if you don’t hear from them

4. Maybe don’t apply? :slightly\_smiling\_face:

## Networking

### Networking isn't getting me a job!

[You're thinking about it wrong.](https://www.linkedin.com/posts/abelcak_when-i-started-networking-i-failed-miserably-activity-6973265138002841600-Gwc8?utm_source=share&utm_medium=member_desktop) (read that link) A job is something that *results* from great networking. But networking isn't about getting a job. It's about building a community to learn from.

What if I told you that with a few simple weekly actions, you could get surrounded by people who understand where you're coming from, want to help you, and CAN help you because they understand the field you're trying to get into?

That's networking.

### It seems like lots of recruiters ghost me…

There's a lot of recruiter spam out there! Make sure you're responding to recruiter outreach according to your interest in their company. [Here's a few options in the Template Bank](https://docs.google.com/document/d/1SK32KHhBKr1MpgFYw9DJQO_nquMQa1fbGhACnPS5vHE/edit#heading=h.udru2t6wtsvl) .

### No one is responding to your outreach

**Make sure you're following up**! Many informational meetings *don't happen* on the first attempt. Make sure you're using an outreach method that allows for followup, and then set yourself reminders to follow up!

**HOW TO:**

You've got someone you want to talk to - awesome!

1. **Start with Linkedin Groups** - search each group for your contact - if they're there, you can message them for free. Just click into your Group, click See All in the member area in the upper right, and search for your target contact
2. **Find their work email -** Most people check their email more often than LinkedIn, so if Groups doesn't work for you, try to contact people via their work email next. (and don't worry - most people don't care that you found it, and some will even be impressed)
   1. Some email sourcing hacks:
      1. [Hunter.io](https://hunter.io/) - the free search you get lets you find the likely pattern of a work email at their company
      2. [Mailscoop](https://cultivatedculture.com/mailscoop/) - limited free monthly searches after signup
      3. Personal portfolios
      4. Twitter/social media profiles
3. **Linkedin Connection requests** are a last resort. :)
4. **Now make sure you set up reminders or notifications**. Create a to-do list item OR a calendar event that will notify you.
   1. Title - [contact name + followup]
   2. 1 week later
   3. Set an email reminder for that day
   4. Include the original message sent
5. When the followup day comes, send them [a simple message from the template bank](https://docs.google.com/document/d/1SK32KHhBKr1MpgFYw9DJQO_nquMQa1fbGhACnPS5vHE/edit#heading=h.pxnr34s36g8h).
6. It's okay to follow up multiple times. [See here for a great story of persistence](https://www.linkedin.com/posts/abelcak_i-sent-an-email-to-a-contact-at-google-activity-6945723981232562176-eUPK?utm_source=linkedin_share&utm_medium=member_desktop_web).

### What do I say during an informational?

* Start [here](https://drive.google.com/file/d/1k5Sb7jkvm4IjtSuIq-ZnUVUGwxkGXdbz/view?usp=sharing), and be sure to listen closely and ask questions about the things they say.
* For a thorough and detailed structure, check the [TIARA method](https://drive.google.com/file/d/1_4Hv0V1CYkl3iYagJjJNFJ9Iwsrmloj0/view?usp=sharing) from the final 1/3rd of the 2 Hour Job Search Quick Start.
  + Be sure to add in the question "what's a current challenge for your org?" This will allow you to make a Value Validation Project if you're really into that company.
    - (details [here](https://cultivatedculture.com/how-to-get-a-job-anywhere-no-connections/#:~:text=Your%20Homework%3A%20Prove%20Your%20Worth%20With%20A%20Value%20Validation%20Project) - here's [a short podcast episode](https://open.spotify.com/episode/4f7FtbQCeF5E5IRmkFUsx2?si=a432722821b64a8f) with details)

### What if I don't hear from them after an interview?

* **How soon after my interview should I follow-up?** During the interview process is a great time to clarify expectations with the recruiter or hiring manager about their timeline to make a hiring decision. At the end of your initial conversation, you might ask, “Can you help me understand what the process looks like from here?” If the recruiter or hiring manager specifies a date by when you’ll hear something, it’s best NOT to follow-up before then. If the day they specify passes, send your follow up the next business day.
* **Which point of contact do I follow-up with, the recruiter or the hiring manager?** In most cases, especially at larger established companies, the recruiter will be the best point of contact for follow-up. If you are interviewing at a small scale company or start up, I suggest reaching out to the person that you were most recently in contact with.
* **What do I include in my follow-up message?**The best follow-up messages are brief, to the point, and NOT transactional. Open with a sentence that conveys your enthusiasm about the role. You might even pull in something that you learned from your initial interview Below is an example that you’re welcome to draw from:

"It was wonderful meeting you and (*add interviewer names*) and learning more about (*add role name*) at (*add company name*). The insights that you shared (*add something you learned from the interview*) only added to my excitement of joining your team. I wondered if you might have an update on what the next steps look like in the hiring process? Thanks so much and I look forward to hearing from you!"

### Should I get Linkedin Premium?

Will it give me an edge? Probably not, but here's [a short 4 minute video](https://www.loom.com/share/bd527180b6c247f38d9c61a241a6288d) going over the ins and outs of what it gives you and when it might be valuable.

### How (and why) should I get active on Linkedin?

| You don't use Linkedin to get work. You use Linkedin to get *interest* and *interviews*.  Recruiters will commonly look through your Linkedin when evaluating whether to bring you in for a role. They look for relevant skills, experiences, engagement with their company, and activity.  If you're an audio person, here's [a great overview](https://podcasts.google.com/feed/aHR0cHM6Ly9mZWVkcy5idXp6c3Byb3V0LmNvbS8xNDYwNjIwLnJzcw/episode/QnV6enNwcm91dC0xMDY4MDM5Mg?sa=X&ved=0CAUQkfYCahcKEwiQmfrHzNj4AhUAAAAAHQAAAAAQAQ) of Linkedin's usefulness (just 12 min)  **The section below is about how to use your Activity on Linkedin to generate interest and attract interviews.** |
| --- |

#### Be consistent.

Don't do this for a given week, and then give up. Do this for 2 months, and THEN look at your results.

* You can't gather good data about your approach unless you do this for a while.
* Remember, everyone had to start somewhere, even the super-influencers.

#### Block out Linkedin time

Set yourself a block of "Linkedin time" AT LEAST once a week, but ideally every day. **This Linkedin time is used to:** a) go around and 'engage with content' and b) write a post

#### Engaging with Content

What is 'engaging with content'? Go around to interesting people's profiles and leave **valuable comments** on their posts. They will start to respond to you, and other people who like them will start to follow/connect with you based on your comments.

**Engage with People:**

1. Find the people you most like to follow - people in your new field with big followings and helpful advice.
   1. (If you don’t have any, do a search for posts with some data science / UX / or software engineering hashtags, and see who’s most helpful and funny.)
2. Bookmark their profiles
3. Every day, see if they’ve got recent posts; if they do, leave a valuable comment.

* **What's a valuable comment**? [Something that \*expands\* the conversation or adds something to it](https://www.linkedin.com/feed/update/urn:li:activity:6840995086868844544?commentUrn=urn%3Ali%3Acomment%3A%28activity%3A6840995086868844544%2C6840996110236979201%29).
  + It expands upon the subject. Do you have additional knowledge to share? Can you add another item to the list in the post? Here’s a recent example from [me](https://www.linkedin.com/feed/update/urn:li:activity:6944998877083168769?commentUrn=urn%3Ali%3Acomment%3A%28activity%3A6944998877083168769%2C6945053230808637440%29).
  + It reinforces your experience. Do you have personal experience with the subject? Share your experience, and any additional things you learned. You can share that you wish you’d had this post, that you’d add to this post with ABC, or anything else your experience with the subject makes you think of.
  + It challenges the subject, or a point within. If there’s a good post, but one of the points isn’t fair, or clear, or just, or has other challenges, share that. Share your experience with why, your knowledge of it, etc. I [did this](https://www.linkedin.com/feed/update/urn:li:ugcPost:6945720179003719680?commentUrn=urn%3Ali%3Acomment%3A%28ugcPost%3A6945720179003719680%2C6945789661160103936%29) recently when a post shared some misleading language about something I care about.

**Engage with Companies**

Who are your target companies? The ones you really want to work for?

1. Follow them on Linkedin
2. Bookmark their pages and check their pages daily
3. Leave valuable comments on their posts - very few people comment on company posts, so yours will likely stand out!

#### Creating your own posts

Create your own posts (**ideally every day,** once per week at the least)

Here are the basic post types:

* **Something I'm working on (projects)** For projects, include 1 sentence about what it does. 1 sentence about why you built it. 1 sentence about the stack. Include a screenshot of your work (media gets clicks)
  + *Example: Toby Weidenbaum fixed an issue for a company* [*and shared about it*](https://www.linkedin.com/posts/tweidenbaum_work-research-project-activity-6942213694730711040-x4wd)
  + *Example: Junior Adessu got contacted by a recruiter after* [*this post*](https://www.linkedin.com/posts/junioradessu_programming-graphicdesign-webdesign-activity-6846859914585944064-rkwT/)*.*
* **Something I'm learning (classes):** For classes / skills, include what course it is, why you're learning it, and what you're hoping to use it in / how it will help you in your work.
  + *Example:* [*Simple, good post*](https://drive.google.com/file/d/1f0fQTKPhXMxfmsn3I6kWzShgN4G48ISx/view?usp=sharing) *from Bryant Cabrera here, page 2.*
* **Sharing something:** Something you saw that you want to add commentary to.No 'check this out!' — instead share things and add your own commentary. "Check this out - it's a tool that lets you do XYZ. I wish I'd had this when I was working on my ABC project - it would have made the DEF portion so much easier!"
  + *Example: Alanna Lin* [*shares a personal story*](https://www.linkedin.com/feed/update/urn:li:activity:6948358173820940288/) *to help others with inspiration.*
  + *Example: Najwa Hossain* [*shares her experience*](https://www.linkedin.com/feed/update/urn:li:activity:6937610841114497024/) *with a mentor, and is a fantastic example of networking by providing value and helping others. (see her other posts too)*
  + *Example:* [*Two good examples*](https://drive.google.com/file/d/1f0fQTKPhXMxfmsn3I6kWzShgN4G48ISx/view?usp=sharing) *from Bryant Cabrera (see page 1)*
  + *Example: Abdel had a great time* [*meeting with a mentor*](https://www.linkedin.com/posts/abdel-mostafa_get-mentored-by-miguel-m-on-adplist-activity-6767621798503821312-oWAC?utm_source=linkedin_share&utm_medium=member_desktop_web)
* **Questions or Requests**
  + Detailed technical questions like 'how do you do xyz? I can't figure it out in my current project'.
  + There's also bigger picture questions like 'should I focus on X skill or Y skill overall? Which has been more useful in your career?'
    - *Example: A simple* [*post and question*](https://www.linkedin.com/posts/john-teckemeyer_i-dont-know-about-you-guys-but-im-feeling-activity-6838244077889232896-6d_A?utm_source=linkedin_share&utm_medium=member_desktop_web) *from John Teckemeyer.*
* **An event or announcement**: A conference, a hackathon, a talk / presentation, *or* a new project, new job, or personal milestone. Share what you're excited about, what you liked about the event, who you met, what you learned, or why it's meaningful to you.
  + *Example: Another great Junior Adessu* [*example*](https://www.linkedin.com/posts/junioradessu_frontend-react-ui-activity-6862079919107698688-8fXn/)*. Both an event post and a project post. He also* ***includes the names of other participants and notables involved****, tagging them so they see it.*
  + *Example:* [*Two examples of event participation*](https://drive.google.com/file/d/1f0fQTKPhXMxfmsn3I6kWzShgN4G48ISx/view?usp=sharing) *here, page 3.*
  + *Example: John won a hackathon, and* [*is pumped*](https://www.linkedin.com/posts/john-teckemeyer_fireside-making-intergenerational-connections-activity-6867172493187198976-1y48?utm_source=linkedin_share&utm_medium=member_desktop_web)*!*
  + *Example: Abdel offers support as he shares* [*an important personal milestone*](https://www.linkedin.com/posts/abdel-mostafa_newjob-ux-finally-activity-6877006484425719808-72Fz?utm_source=linkedin_share&utm_medium=member_desktop_web)

#### Get active in Groups!

You're in a lot of Groups, right? Well you should be! Use these [Group Networking key ideas above](#_oy7f9d3h8jgy) to create relationships and learn about your new field. In brief:

* + Contact the helpful, interesting, and funny people
  + Share stuff you find on LI and tag the source
  + Introduce yourself
  + Share something you made and ask for feedback

#### Putting it all together

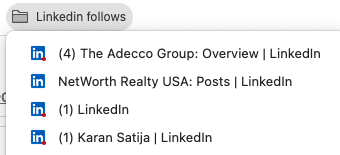
Read above for all details, but here's the summary of how to do this simply: **every day, take 45-60 minutes for ‘activity and informational time’** (aka networking).

1. Go to the pages of various helpful, interesting, funny [people](https://docs.google.com/document/d/1SBIbiVhheBp-olfmEkW93-28-Ex0YuyKMJWz41uV9pw/edit#heading=h.g4ts79et8jqw) and leave [valuable comments](https://www.linkedin.com/feed/update/urn:li:activity:6840995086868844544?commentUrn=urn%3Ali%3Acomment%3A%28activity%3A6840995086868844544%2C6840996110236979201%29) on any new posts they’ve made
2. Second, go to the pages of various [companies](https://docs.google.com/document/d/1SBIbiVhheBp-olfmEkW93-28-Ex0YuyKMJWz41uV9pw/edit#heading=h.g4ts79et8jqw) you’re following, and do the same.
3. Third, review your various Groups for interesting events, posts, or resources. If anyone shares something clutch, thank them for it and then, in the step below, you can post about it yourself, tagging them in the post.
4. Fourth, post on Linkedin. It can be short, long, anything - you may even have gotten some ideas from the commenting you just did. ([and here’s a bunch of ideas and examples](#_923amjaaqoq4))
5. Finally, reach out to two people for informational interviews.
   1. ID who you’d be interested in talking to
      1. (your earlier commenting & activity may have made this super clear!)
   2. Find their email or find them in a Linkedin Group
   3. Choose [a simple template](https://docs.google.com/document/d/1SK32KHhBKr1MpgFYw9DJQO_nquMQa1fbGhACnPS5vHE/edit#heading=h.ufha3py50sjm) and customize it
   4. Send it to the person
   5. Set a reminder to follow up
   6. [(See this PDF for this process](https://drive.google.com/file/d/1f3H2sGkPQBtHfK5asn69c0kgNd2r1cYE/view?usp=sharing))

**If you do this every working day** (take your weekends, for goodness sake!) **for the next month, I guarantee you’ll see results.**

#### If You're JUST Getting Started…

For your first week getting active on Linkedin, get yourself set up for success with these steps

1. **Day 1 - spend 30-60 minutes searching for Find the interesting, helpful, funny people**
   1. Use #hashtags to look through #informationtechnology and other relevant subjects
   2. Use Google to find the influencers in your area
   3. For each person you find, bookmark their Linkedin page and save it in a folder you can visit daily:
   4. 
2. **Day 2 - spend 60-120 minutes finding interesting companies** 
   1. What companies do friends work for?
   2. What companies share attractive things?
   3. in the US, go to <https://builtin.com/companies> and use the following filters:
      1. Location: find your nearest metro area (you can select as many locations as you like
      2. Size: Select 1-10 and 11-50 employee companies. If there’s not many results, expand to 51-200 employees.
      3. Now you should have a good number of companies to review. If there's still too many, filter by Industry, Tech Stack, and Perks.
   4. Make a list of any companies that stand out to you.
      1. (Read about each for maybe 30 seconds. If they're interesting, great. Note them and move on.)
   5. Find each company on Linkedin and "Follow" them
   6. Bookmark each companies' Linkedin page and save it in a folder you can visit daily
3. **Day 3 - spend 30 minutes joining as many relevant, interesting Linkedin Groups as you can**
   1. Do a Groups search for all the subjects you're interested in
   2. Request membership or just join any you can!
4. **Day 4 - spend 60 minutes to learn the basics of how to post**
   1. Just read through posts by your people, companies, and Groups and seeing what grabs YOUR interest

## Interviews

### How do I prepare for an interview?

First, make sure you have CAR / STAR stories ready. Prepare using the [Story Bank](https://docs.google.com/document/u/0/d/1t89O6AQ7qdGB_NbMS3LU3RyZ0rrkmmk8GFhEPGliDTA/edit).

* You should have 1 story for each of the basic types of question
* You should have 1 story for each of your projects, during and after GA

Then, do your research.

* Know things. Know the company. Know exactly what the Basic and Preferred Qualifications are, and be ready to speak quickly and efficiently to your skills and experiences that align with these specific qualifications (this is where your stories help!).
* Do your homework! Know who you are talking to and how they are situated within the company and tailor your approach and answer branding to that.
* Specific things to do:
  1. Read the company website to understand their mission, vision, and values.
  2. Review company and employee LinkedIn pages, and
  3. Do a Google search on the company and hiring managers.
  4. Channel your value proposition. Keep your responses brief and powerful - it is possible to get dinged from candidacy for being long-winded which can be distracting for the interviewer and brands as a reflection of a lack of aptitude.

This will prepare you for a standard phone screen, where the company's goal is to see if they should talk to you more deeply.

The [Interview Preparation Worksheet](https://docs.google.com/document/u/0/d/1u38vd5KGuNNq9Ssx-J4fbDxqZDpP-_PaBbyyC6sF_7I/edit) can help you prepare for each interview you have. You can customize your preparation, research, questions to ask, and even prepare for who you'll be talking to.

### What Do I Do After an Interview?

Use the Template Bank to send a simple thank you. [See here](https://docs.google.com/document/d/1SK32KHhBKr1MpgFYw9DJQO_nquMQa1fbGhACnPS5vHE/edit#heading=h.gizu31c6tl3m).

*"When do I get in touch with them if I haven't heard from them?"*

* *If they said*, "we'll be in touch by the end of the week / by next Wednesday / etc:"
  + Send them a message the day after that.
* *If they didn't tell you* when to expect next steps:
  + Send them a message 2 weeks after the interview

Most importantly - *get back to the activities that got you the interview.* **Don't sit around and wait for this to work out.** Keep doing projects, keep prepping your stories and technical skills, keep reaching out to contacts.

### Didn't get the job?

Say thank you and ask for feedback. [See here for templates](https://docs.google.com/document/d/1SK32KHhBKr1MpgFYw9DJQO_nquMQa1fbGhACnPS5vHE/edit#heading=h.gizu31c6tl3m) (either is fine; just pick the one you prefer)

### A response to "You need more experience"

A common thing that you’ll encounter (or have already) in the job search is that age-old response of; “we’re looking for someone with more experience”. When addressing this response we get an opportunity to *utilise our curiosity*.

What if you respond with; *"Can you tell me what experiences you were hoping to see in my resume that are critical to this role? Perhaps I do have some of what you’re looking for, but maybe I forgot to mention it."*

### Why can't I get further than X step in the interview process?

| Where the interview process stops | Action Items |
| --- | --- |
| Not getting any responses from applications | Find 3+ freelance / volunteer opportunities. Establish 5-10+ networking connections in the industry. |
| Automatic application rejection | Conduct a Materials audit with your coach, peer, and/or industry connections. |
| After Phone Screen | Work on Personal Brand / Tell Me About Yourself + practice CAR/STAR Stories with specific/relevant examples and confidence. |
| After Technical Interview | Pick at least 3-5 specific technical skills to work on (see your appendix for Technical Interview Preparation). |
| After Panel Interview | Look up the other teams you’d be working with + practice CAR/STAR method with the respective team reps in mind. |
| After Final Interview | Look up the company’s mission, vision, and values and reflect on the interview. Practice CAR method and how you match what the hiring manager/future supervisor is looking for. |

## Offers and Negotiations

### Negotiations - what do I say?

#### Be ready with these 3 things

* Benefits you know you'll need - health/dental/vision, fully remote, new equipment, etc.
* An internal range - you'll never share this with them. Know your absolute 'can't go lower' number, and your 'omg that'd be amazing' number. Example: $60K-$95K
* A specific salary number - only to be used if they insist you share your number first.
  + Overall, you try to get them to say their salary range first. But sometimes they'll insist.
  + This should be higher than your 'can't go lower' number in your internal range, but reasonable based on your research in the market and the company.
  + FYI, Glassdoor is a key resource for this research.

#### Sample Salary conversations, and how to handle them

**It's good to bring up salary early**

Wouldn't it suck to get to the end of an interview process to learn they're only offering $30K? If they haven't brought up salary by the end of the 2nd interview, bring it up yourself.

*"This all sounds great. I do want to make sure we're aligned on compensation before we go further."*

Then be quiet! (silence is such a powerful position)

They may respond with their range = success!

**When they share their number first**

Sometimes they'll just tell you, "we're targeting $##-##K for this role."

Don't like the numbers?

*"Hmm, I am in conversations for other roles in the [your prepared #] range. Even though this is lower than my target, I'd like to keep the process going."*

Like the numbers?

*"Excellent, thank you. Sounds like we're largely aligned, which is great. I look forward to our next steps."*

**When they want you to give a number**

If they say: "Can you tell us your salary expectations?" you can usually turn it around:

*“I love that we're discussing this already. And just so you know, a great cultural fit is just as important to me as salary. What's the range you have budgeted for this role?"*

This is often all it takes.

**When they insist you give a number**

Recruiter: "We actually need you to tell us what you're expecting to be able to move forward." This isn't cool - it's sort of a power move. But! You're ready. You have your prepared number from above.

*"Okay, no problem. From my research in the current market for similar roles, and some of the other roles I'm in conversations about, [your prepared #] sounds like a good place to start."*

### I got a job offer! How do I ask for more time?

*“Thanks so much for extending this offer to me! I'm really excited about this. I’d like to take a day or two to look over the details and think through what questions I have. What’s the best way to reach you for next steps?”*

*"Wow, this is really exciting - thanks so much! As you know, I’m currently interviewing at multiple companies. My last two interview loops should be finished by next Friday, so can we book time the week after, maybe Tuesday, to talk through the offer?”*

**Note:**

The meeting after an offer is NOT

to accept or decline the offer,

but to clarify it and negotiate it.

Every company expects this.

### I got an offer! But I'm hoping for other offers, too…

This is awesome! You can use the first offer to get the other companies you're interviewing with to speed things up. Tell the other company(s):

### Here's what asking for more sounds like

## I got a job! Now what?

### First of all? Celebrate and rest!

You've been through a lot! Celebrate and rest, seriously. Hang out with your family and friends. Go camping, go to a restaurant, sleep in. Do the stuff you like to do, especially if you've been in Stress Mode. Treat yourself. You just made a huge transition, and you should be really proud.

### 

### Make sure you have manager meetings

If your company doesn't set them up for you, make sure you get some set up! Aim to have a 1:1 meeting with your supervisor or manager every week. A good company will love to do this, and will love that you requested it.

### Use your manager meetings to 1) stay on track and 2) grow

Every week, update your manager on these things

1. what you're currently working on and how it's going
2. what questions you have
3. and what's been exciting to you

Topic 1 helps you **be sure you're on track**. As you talk through what you're doing, you'll have a chance together to clarify issues, identify next steps, people to partner with, get new ideas about your current work, and more.

Topic 2 helps you **get basics covered**: "in our Monday stand up, you mentioned filling out an XYZ form - what's that?" and "It seems like lots of people respect Sarah, since they're always deferring to her and asking her what she thinks, but she's not a manager; can you tell me more?" But it can also help you **go deeper**: "We've been using XYZ software for a while, but I've heard lots of good things about ABC software - have we tried that?" to "I know the company is trying to grow into XYZ area - how will our team fit into that?"

Topic 3 helps you talk about the things that will **help you grow**. If you start geeking out about how cool the design process is here, and some thoughts you've had about how to extend or expand it, you'll hear how they can support you, or what's been tried before, or a million other things. If you share how nice it's been to work with another team on a current project, and ask if you can do more of that, they'll love to see how you're collaborating. **Tell them what excites you** and you'll start to find out how you can keep doing that. :)

### Meet as many other people as you can

People love to meet with new people; start reaching out to department heads, senior team members, other newbies like yourself, and set up coffee meetings and video chats. Treat it like an informational interview!

* If you don't know what questions to ask, just do this:
  + Start with small talk: 'how's your day going', 'how did you join <company>' and 'what are you working on right now?'
    - If things just go smoothly and are easy, just follow the conversation and ask more questions as they come up!
  + How do our teams work well together?
  + What's surprised you about working here?
  + If you could wave a magic wand and have my team do / change anything, what would it be?
  + Want more possible questions? Use the TIARA template from The 2 Hour Job Search (start on [page 74 here](https://drive.google.com/file/d/1_4Hv0V1CYkl3iYagJjJNFJ9Iwsrmloj0/view)) and adapt them to your contact.

All of this will help you learn about the organization and what opportunities for growth there are. You can also ID the cool people you want to eat good food and laugh with, and people to work on cool projects with.

**Get more ideas** in this 9 minute podcast episode, [How To Win The First 90 Days Of A New Job](https://podcasts.google.com/feed/aHR0cHM6Ly9mZWVkcy5idXp6c3Byb3V0LmNvbS8xNDYwNjIwLnJzcw/episode/QnV6enNwcm91dC0xMDc1MzAwNQ?sa=X&ved=0CAUQkfYCahcKEwiohuHd-fn4AhUAAAAAHQAAAAAQAQ)**,** and this short Linkedin post about [making the most of your internship](https://www.linkedin.com/feed/update/urn:li:activity:6985586673250091008?updateEntityUrn=urn%3Ali%3Afs_feedUpdate%3A%28V2%2Curn%3Ali%3Aactivity%3A6985586673250091008%29) (which applies to being new at a job, too)

# Appendix - Resources for everyone

## Jobs Boards

[Job Boards + Apprenticeship List](https://docs.google.com/document/d/1YdbyA0cHlxY6nLE_rOEyzQsvpfGvBeRSRMXZnOlr074/edit) - a huge and helpful list of jobs boards and apprenticeships, many of which you probably haven't heard of.

## Amazing Panels and Topic recordings - By GA, for GA

* Go here and find dozens of discussions: [Global Outcomes Event Recordings](https://sites.google.com/generalassemb.ly/outcomesglobalexperience/global-online-events/event-recordings)
  + Public Speaking
  + Imposter Syndrome
  + Using Linkedin
  + Using The 2 Hour Job Search method
  + Hiring managers & recruiters tell all
  + Technical & Behavioral interview prep
  + And many, many more

## Networking

* [Networking Resources List](https://docs.google.com/document/d/1Knt07FGFeBGyqMfBOP9MA0QxvHm-MHh3FvzfXLal7Ko/edit#) If you're looking to build a network—and you should be—start with this list.
* [GA Local Market Resources](https://sites.google.com/generalassemb.ly/outcomesglobalexperience/general-info/local-market-resources?authuser=0) - choose your nearest city → scroll down to “Networking Groups”
* Search [MeetUp](https://www.meetup.com/) → Skill + City

## Mentorship Platforms

Platforms to facilitate mentorship/career discussions with DS professionals that are excited to help:

* [Lunchclub.ai](http://lunchclub.ai/) (Networking)

## Interview preparation

[**Interview prep template**](https://docs.google.com/document/u/0/d/1u38vd5KGuNNq9Ssx-J4fbDxqZDpP-_PaBbyyC6sF_7I/edit) - Create a new copy of this template for each interview, and fill it in with specific prep

[**Interview Cheat Sheet**](https://drive.google.com/file/d/1xMiQo8f-aA4oAQPUxzbpzVkITpU_nL27/view?usp=sharing) - This Cheat Sheet has just the basics you should prep.

[**Interview Story Bank**](https://docs.google.com/document/d/1t89O6AQ7qdGB_NbMS3LU3RyZ0rrkmmk8GFhEPGliDTA) - A full-featured guide for generating and storing the stories you'd like to tell in interviews, from experiences you've had in your working life to projects you've worked on in GA and beyond.

## Communication Templates

[**Template Bank**](https://docs.google.com/document/d/1SK32KHhBKr1MpgFYw9DJQO_nquMQa1fbGhACnPS5vHE/edit#heading=h.7ipvclt7hpk0) - A list of templates that will help you simply and efficiently send most kinds of messages the job search requires

[**Outcomes Writing Templates**](https://docs.google.com/document/d/1mBupNTZISTx08i_4wMhy54Gu1ivrryt75v2xXSp0s8U/edit) - A simpler batch of communication templates and great advice on working with recruiters (by Coach Becca Rogers)

## Great people to follow

### Career Coaches

I highly recommend following [Austin Belcak on LI](https://www.linkedin.com/in/abelcak/), digging back through his [posts](https://www.linkedin.com/in/abelcak/detail/recent-activity/shares/), reading about his method [here](https://cultivatedculture.com/how-to-get-a-job-anywhere-no-connections/), and listening to any podcast [episodes](https://cultivatedculture.com/djs-podcast/) that catch your fancy.

* Austin: <https://www.linkedin.com/in/abelcak/>
* Posts: <https://www.linkedin.com/in/abelcak/detail/recent-activity/shares/>
* The big picture of a networking-first job search: <https://cultivatedculture.com/how-to-get-a-job-anywhere-no-connections/>
* Podcast: <https://cultivatedculture.com/djs-podcast/>

# Appendix - Software Engineering Resources

## Common engineering roles explained

This is [a great overview of common software engineering roles](https://docs.google.com/document/d/1CnNRS_SYZnx8QF3CEm7quPwWd9hdjJ408DuXwCnjaFg/edit).

## Software Engineering Technical Interview preparation

For SEI - Read through the two repositories that come directly from our awesome Instructors: [San Fran Interview Prep](https://link.generalassemb.ly/click/25419827.0/aHR0cHM6Ly9kb2NzLmdvb2dsZS5jb20vZG9jdW1lbnQvZC8xdklKdHExNTFNNDBVaUZqdUpNQU12dTJIc21IaVNKSlhxTTlqejVqdVBGSS9lZGl0P3VzcD1zaGFyaW5nJnV0bV9tZWRpdW09ZW1haWwmdXRtX3NvdXJjZT1vbmJvYXJkaW5nJnV0bV9jYW1wYWlnbj1vbmJvYXJkaW5nLWNhbXB1cy13ZWxjb21lLWxpZ2h0Ym94LXRlc3QtbG93LWludGVudC12Mi10ZXN0LTUtaW50cm8tY2xhc3NlcyZ1dG1fY29udGVudD1tYXJrZXRpbmc/5691f5b5487ccd55108b51c1Bfbe610c4) and [DC Technical Interview Workshop](https://link.generalassemb.ly/click/25419827.0/aHR0cHM6Ly9naXRodWIuY29tL21ycm9nZXJjYW1wYmVsbC90ZWNobmljYWwtaW50ZXJ2aWV3LXdvcmtzaG9wP3V0bV9tZWRpdW09ZW1haWwmdXRtX3NvdXJjZT1vbmJvYXJkaW5nJnV0bV9jYW1wYWlnbj1vbmJvYXJkaW5nLWNhbXB1cy13ZWxjb21lLWxpZ2h0Ym94LXRlc3QtbG93LWludGVudC12Mi10ZXN0LTUtaW50cm8tY2xhc3NlcyZ1dG1fY29udGVudD1tYXJrZXRpbmcjcmVzb3VyY2Vz/5691f5b5487ccd55108b51c1Bf8a4dff2).

#### Practicing with another human

[https://Pramp.com](https://pramp.com) lets you practice *talking out loud* as you solve your way through a problem. Current things you can practice with others include:

* Data structures & algorithms
* Frontend
* Behavioral interviews

#### Learning Problem Solving Styles

When you’re using Leetcode and others - practice with this in mind: it’s less about being able to solve those *specific* problems, and more about actually learning the overall *problem solving skills*. A former GA grad recommends [Udemy’s Javascript Algorithms and Data Structures](https://www.udemy.com/course/js-algorithms-and-data-structures-masterclass/) for Problem Solving Styles, which goes into this in detail.

#### Start with Hackerrank, then go to Leetcode

Leetcode is the industry standard, but even their Easy questions are *hard* for people that haven't trained specifically for DS+algos.

Build up your skills at [www.Hackerrank.com](http://www.hackerrank.com) (and others) before tackling Leetcode.

## How freelancing and volunteer work got GA grads jobs

My colleagues hosted a :star2: **Freelancing & Volunteer Projects GA Alumni Panel** :star2:and I seriously think it could be a game-changer! Here’s the [recording](https://drive.google.com/file/d/1NFxXwtIPTcJFIk_5pbNa_xE3ZJYFM4we/view?usp=sharing), the [slide deck](https://docs.google.com/presentation/d/1Wxal7VjDBjhOnPcKucoeLAGqPSqXRaxSLnSLWqGV6j8/edit?usp=sharing), and the [chat transcript](https://drive.google.com/file/d/1G1IEqInWIDJv-vMxTq748ISqxlr3CVtE/view?usp=sharing).

* Recording: <https://drive.google.com/file/d/1NFxXwtIPTcJFIk_5pbNa_xE3ZJYFM4we/view?usp=sharing>
* Slide deck: <https://docs.google.com/presentation/d/1Wxal7VjDBjhOnPcKucoeLAGqPSqXRaxSLnSLWqGV6j8/edit?usp=sharing>
* Chat transcript: <https://drive.google.com/file/d/1G1IEqInWIDJv-vMxTq748ISqxlr3CVtE/view?usp=sharing>

**This panel is a MUST-WATCH.** It’s your retort to the age-old refrain, “You just don’t have enough experience.” Learn from 6 GA grads how they ***created*** their own jobs, until work just started pouring in, and until they landed that full-time salaried job they’d been dreaming of. Breaking into a new field IS possible, when you put yourself out there, get scrappy, and just start making stuff for people.

## SE Alumni Talks for inspiration and ideas

1) SEI alumni chat with Jane Philipps & Ben Corman

Start Time : Apr 21, 2020

Meeting Recording:

<https://generalassembly.zoom.us/rec/share/HljjlAD3KXo0D4DwZTvO-wiHiStnkpdKLH2CycYjUPvupLMayXjO9roZL96NDXOQ.BeFpNUHc55eJtpI8>

2) SEI Alumni AMA - Alex Trzeciak

Start Time : May 13, 2020

Meeting Recording:

<https://generalassembly.zoom.us/rec/share/ygAgVRDPQv297hj42WrLUzij762krumU6pyg9tCfk3poBBcLYcB0HpzsnBrzEV1_.RB9xFENXI9jhM5ve>

3) Topic: SEI alumni panel - Andrea, Akhil, + Forrest <-- LOVE this talk

Start Time : May 14, 2020

Meeting Recording:<https://generalassembly.zoom.us/rec/share/oMrRD7_ml5J14czYNjN9OjMMCb-UMZfNRkcZvNbt1fOuys1WOPuUKWQR4K6Tkk7B.rExZRG9HNR0SslY7>

4) SEI chat with industry pros Link & Neil from Funding Circle

Start Time : Jun 16, 2020

Meeting Recording: <https://generalassembly.zoom.us/rec/share/nYiF6zW80_d2bFYjPOP_o84ZtuCjp_bj39Q57AaEb0vg-DmTkNmbOnw8m6sU9c1S.YZB7EObBYhzgovRc>

5) Alumni Panel with Anna, Melody, and Fletcher: <https://generalassembly.zoom.us/rec/share/2G7LSI8ey6sdi_ipoDUjAN0yWb302W3a3HHgMofgfq72m2d4GmhQyoiNkpVVeFOH.8GyYZFYNqaa334u0?startTime=1620317023000>

6) Recruiter Panel with Sha'terika and Ashley from Built

<https://generalassembly.zoom.us/rec/share/862_RnfvAd1de8_uMNL008utMmpq4yg-U4xAoDfjmX5Cy8VKwxc1NZMhg4NAolcj.SYYL6stZoavQY-zX>

7) GA Alumni Panel with Tara, Marco, and Skot

<https://generalassembly.zoom.us/rec/share/o8x-Iu4dwMWmZTsdKm8OsqfwTgxafPC3k8wXdyzb9SkpeJTg8b0pnb-AzFxLLALQ.R2SWMyodZxJxgtI0>

8) Industry Panel with Anna & Anthony from Giant Rabbit

<https://generalassembly.zoom.us/rec/share/emAyYDdy6T51NKGRWp0HjijYkZbzgOm9Z-z-28lhKNzQD252Tng5PYeuszw3mXg.cvx96myUZ9Rekw_k>

9) SEI Alumni Panel with Akhil & Ryan

<https://generalassembly.zoom.us/rec/share/W8vhzeL4_YuDvLEpyCH8ZzO33AcN6arUhEsBiHRXX-dmJyQfusT_IhhbwEn-k7Kx.CjJNabQYB2cjVCAk>

10) SEI Alumni Chat with Roni from DataDog, Nov 4, 2021

<https://generalassembly.zoom.us/rec/share/ZssRbbZFQc-7-vjTfmeKgUOGxyLw2ZQPfkR8LzA8ZVbGXvQJVlgnAqoP3BXSR_ET.lIxfGdMkOvQxxdKa>

11) SEI Industry chat with FIVE panelists, Dec 10, 2021

<https://generalassembly.zoom.us/rec/share/aT8vvgQMyUdtDcyl2npaO43ZfQSOJLaEMufKLeODDsY7N3UT1e5S6NnZX2iUS4qz.tmXIKC1zHknOJfSX?startTime=1639155676000>

12) SEI Alumni chat with Abdi and Shawn, Dec 7, 2021

<https://generalassembly.zoom.us/rec/share/CbtP8ndb6WKED1Y2wd3Ginbp0xFZzJkwT1KkCxFI3TM3_cbKgXWUDximQ3zGOGt8.UuAbXFtEZq6Byl9X?startTime=1638912719000>

13) SEI Alumni chat with Tina, Marco, and Jason, Dec 20, 2021 <https://generalassembly.zoom.us/rec/share/bxKz33AEZGmBoM-j1yt25WxKHQftO7JC_wcrGnBC9DVfjiD-78Iln8qzbKpkY8Ga.ihPRlgCe62kI5cBc?startTime=1640041439000>

# Appendix - UX Design Resources

## Mentorship Platforms

Platforms to facilitate mentorship/career discussions with design professionals that are excited to help:

* [UX Coffee Hours](https://storage.googleapis.com/uxcoffeehours.com/site/index.html)
* [Women Who Design](https://womenwho.design/)
* [ADP List](https://www.adplist.org/)
* [Designlab](https://designlab.com/mentors/)
* [Designed](https://www.designed.org/)
* [Ladder](https://ladder.to/)
* [Lunchclub.ai](http://lunchclub.ai/) (Networking)

## Groups to join

* LGBTQ+: [Out in Tech](https://outintech.com/) | [Lesbians Who Tech](https://lesbianswhotech.org/about/) | [TransTech](https://www.transtechsocial.org/)
* Women: [Ladies Get Paid](https://www.ladiesgetpaid.com/) | [Ladies that UX](https://www.ladiesthatux.com/) | [WriteSpeakCode](https://www.writespeakcode.com/)
* Black Women: [Black Women in UX](https://www.facebook.com/groups/1952786554937862/) | [Black Female Founders](https://www.blackfemalefounders.org/) | [Black Women Talk Tech](https://www.blackwomentalktech.com/)
* Latinx: [Techqueria](https://techqueria.org/) | [LatinoTech](https://www.latinotech.co/) | [Black and Brown Founders](https://blackandbrownfounders.com/)
* Black/African American: [Blacks in Technology](https://www.blacksintechnology.net/) | [Black and Brown Founders](https://blackandbrownfounders.com/)
* Asian American: [Subtle Asian Tech](https://www.facebook.com/groups/2129028140676009/) | [CA Software Professional Assn](https://www.cspa.com/)
* Others: [Muslim Women](https://www.tech-sisters.com/) | [Parents](https://www.parentsintechalliance.com/) | [Veterans](https://vetsintech.co/) | [Design Buddies](https://www.designbuddies.community/) + More!
* Find more: MeetUp, EventBrite, [Slack communities](https://medium.com/startupsco/the-full-list-of-400-slack-communities-5545e82cf65d#:~:text=business%20in%20China-,%F0%9F%96%8C%EF%B8%8F%20Design%2C%20UI/UX,-Designer%20Hangout%20(6000), simple Google searches

## Technical Interview preparation

For UXDI - This gamified tool [Designercize](https://link.generalassemb.ly/click/25419827.0/aHR0cHM6Ly9kZXNpZ25lcmNpemUuY29tLz91dG1fbWVkaXVtPWVtYWlsJnV0bV9zb3VyY2U9b25ib2FyZGluZyZ1dG1fY2FtcGFpZ249b25ib2FyZGluZy1jYW1wdXMtd2VsY29tZS1saWdodGJveC10ZXN0LWxvdy1pbnRlbnQtdjItdGVzdC01LWludHJvLWNsYXNzZXMmdXRtX2NvbnRlbnQ9bWFya2V0aW5n/5691f5b5487ccd55108b51c1B380c8986) is fantastic for practicing on the spot, and so is [UX Challenge](https://link.generalassemb.ly/click/25419827.0/aHR0cHM6Ly93d3cudXhjaGFsbGVuZ2UuY28vP3V0bV9tZWRpdW09ZW1haWwmdXRtX3NvdXJjZT1vbmJvYXJkaW5nJnV0bV9jYW1wYWlnbj1vbmJvYXJkaW5nLWNhbXB1cy13ZWxjb21lLWxpZ2h0Ym94LXRlc3QtbG93LWludGVudC12Mi10ZXN0LTUtaW50cm8tY2xhc3NlcyZ1dG1fY29udGVudD1tYXJrZXRpbmc/5691f5b5487ccd55108b51c1B06d5288e) for providing example prompts and exercises.

## Staffing and Recruitment Agencies for UX Designers

staffing/recruitment agencies that work with UX designers below. There are many more than just this list if you wish to research additional agencies to get aligned with in your area. If you're interested in working alongside a staffing/recruitment agency, please remember that this should be an "add on" to help with your search, not a replacement for applying and networking on your own. Keep me posted if you have any questions!

* [Clear Point UX Staffing Consultants](https://www.clearpnt.com/)
* [Creative Circle](https://www.creativecircle.com/)
* [Apex Systems](https://www.apexsystems.com/)
* [Insight Global](https://insightglobal.com/)

## How Freelancing & Volunteering got GA grads jobs

My colleagues hosted a :star2: **Freelancing & Volunteer Projects GA Alumni Panel** :star2:and I seriously think it could be a game-changer! Here’s the [recording](https://drive.google.com/file/d/1NFxXwtIPTcJFIk_5pbNa_xE3ZJYFM4we/view?usp=sharing), the [slide deck](https://docs.google.com/presentation/d/1Wxal7VjDBjhOnPcKucoeLAGqPSqXRaxSLnSLWqGV6j8/edit?usp=sharing), and the [chat transcript](https://drive.google.com/file/d/1G1IEqInWIDJv-vMxTq748ISqxlr3CVtE/view?usp=sharing).

* Recording: <https://drive.google.com/file/d/1NFxXwtIPTcJFIk_5pbNa_xE3ZJYFM4we/view?usp=sharing>
* Slide deck: <https://docs.google.com/presentation/d/1Wxal7VjDBjhOnPcKucoeLAGqPSqXRaxSLnSLWqGV6j8/edit?usp=sharing>
* Chat transcript: <https://drive.google.com/file/d/1G1IEqInWIDJv-vMxTq748ISqxlr3CVtE/view?usp=sharing>

**This panel is a MUST-WATCH.** It’s your retort to the age-old refrain, “You just don’t have enough experience.” Learn from 6 GA grads how they ***created*** their own jobs, until work just started pouring in, and until they landed that full-time salaried job they’d been dreaming of. Breaking into a new field IS possible, when you put yourself out there, get scrappy, and just start making stuff for people.

## Alumni Talks for inspiration and ideas

1) This is an Alumni panel with Asha, Nick, & Austen for UXDI 59. Meeting Recording:

<https://generalassembly.zoom.us/rec/share/IEhBUYbsMOCF52QwCQZ7gFY-S8ZYKRYvKyAzX_gxbJECWyThC11HdgRKootLc3lq.gi2OziLznCJE6NZL>

2) Here's a chat with a single UXDI Alumnus - Mariel Kim -<https://www.linkedin.com/in/mariel-k-kim/>. Meeting Recording:

<https://generalassembly.zoom.us/rec/share/pUtIDlzr-Hz-NzXH3gO03sJwB6DGcuY_immcfWvAoUHyDbxG4Kz0xm7w09-LL5jY.PMRGqoXrP6STIoA4>

3) Here's another panel discussion with some other GA grads: Meeting Recording:

<https://generalassembly.zoom.us/rec/share/Ngi9yYYXx0A8X4hlejHNRizBBUwHouGYEaxcxEKUXkX81UKecEv8DLnanWEcrgJV.4P4vGRRIHPXBbP81>

4) This recording is the Alumni Panel recording with Paola Padilla, Hiroki Takeshita and Ryan Farber: <https://generalassembly.zoom.us/rec/play/Hy6dAFOKeeKyAyP_aGu318-2GFr64z4YCac4T6u4TZydulEgGreuRdaqaujkARyj17i4bCOjMxTNnF4I.dRN5ycXft4JkWGSK?continueMode=true>

5) A great chat with Nathan Kendrick at DesignMap, who's been in the industry for 20 years:<https://generalassembly.zoom.us/rec/play/YYAkk1tX015tZqEP5ox2AP61COko36zXIIFIgjBIDDK5P2KX-N5wkYUmA_VNzE351DLX1_V4LK130O7b.w6l0htrVh3pGx8tY?continueMode=true>

# Appendix - Data Science Resources

## Awesome Alumni Chat

* SIX different GA grads talk about their experience with imposter syndrome, the importance of project work, key skills that helped them get their first roles, how GA prepared them for the real world of DS/DA/BI, and much, much more! 2 full hours of awesome. <https://generalassembly.zoom.us/rec/share/19LAoTlLyhxl-JjJukCmEFyZt_t47WleNVSZC8PLPNkY3rl2IumlkuBdTMeVOZhU.kLBdeWpCuVEMoutu> Passcode: !04eLHiX

## Data Science-specific job boards

* 2021: <https://dataspace.com/data-job-seekers/data-science-job-boards/>
* 2019: <https://www.springboard.com/blog/data-science/data-science-jobs/>

## Data Science media

Podcasts

* [Talking Machines](https://www.thetalkingmachines.com/) - Human conversations about Machine Learning
* [O-Reilly Data Show](https://www.oreilly.com/radar/topics/oreilly-data-show-podcast/) - Opportunities and techniques driving big data, data science, and AI
* [Data Stories](https://datastori.es/) - Data Visualization
* A 2022 list of 17 podcasts [here](https://careerfoundry.com/en/blog/data-analytics/top-data-science-podcasts/)

Blogs

* [FiveThirtyEight](http://fivethirtyeight.com/): Data-related journalism
* [R-bloggers](http://www.r-bloggers.com/): R news and tutorials contributed by hundreds of bloggers
* [Yhat Blog](http://blog.yhat.com/): Lots of beginner-friendly content, usually in Python or R
* [Simply Statistics](http://simplystatistics.org/): From the Biostatistics professors that run Coursera's Data Science Specialization
* [Data Science 101](http://101.datascience.community/): Lots of short, timely posts

Weekly Newsletters

* [Data Elixir](http://dataelixir.com/): Carefully curated data science news and resources
* [O'Reilly Data Newsletter](http://www.oreilly.com/data/newsletter.html): More business-focused
* [Python Weekly](http://www.pythonweekly.com/): Python news and resources

Twitter Feeds:

* [@johnmyleswhite](https://twitter.com/johnmyleswhite)
* [@KiraRadinsky](https://twitter.com/KiraRadinsky)
* [@AnalyticBridge](https://twitter.com/analyticbridge)
* [@Deanabb](https://twitter.com/deanabb)
* [@Tableau](https://twitter.com/tableau)
* [@FlowingData](https://twitter.com/flowingdata) - focus on visualization

Company medium accounts - Understand how companies leverage data

* [Airbnb Engineering & Data Science](https://medium.com/airbnb-engineering)
* [Data Lab](https://medium.com/data-lab') - Explorations with Medium data, from Medium’s Product Science team

Other medium accounts

* [Toward Data Science](https://medium.com/tag/towards-data-science) - biggest DS blog
* [Codex - Data Science](https://medium.com/codex/datascience/home)
* Stories [tagged data science](https://medium.com/tag/data-science) on medium

## Technical Interview preparation

* [Questions that GA grads have gotten in interviews](https://drive.google.com/file/d/1-a4mMtwK1vPZnXbffLvbubdVMpin3shl/view?usp=sharing)
* This [Data Science Interview Guide](https://link.generalassemb.ly/click/25419827.0/aHR0cHM6Ly93d3cuc3RyYXRhc2NyYXRjaC5jb20vYmxvZy9kYXRhLXNjaWVuY2UtaW50ZXJ2aWV3LWd1aWRlLXF1ZXN0aW9ucy1mcm9tLTgwLWRpZmZlcmVudC1jb21wYW5pZXMvP3V0bV9tZWRpdW09ZW1haWwmdXRtX3NvdXJjZT1vbmJvYXJkaW5nJnV0bV9jYW1wYWlnbj1vbmJvYXJkaW5nLWNhbXB1cy13ZWxjb21lLWxpZ2h0Ym94LXRlc3QtbG93LWludGVudC12Mi10ZXN0LTUtaW50cm8tY2xhc3NlcyZ1dG1fY29udGVudD1tYXJrZXRpbmc/5691f5b5487ccd55108b51c1B0d5eea57) sources questions from 80+ companies, and the [Top 50 Data Science Questions](https://link.generalassemb.ly/click/25419827.0/aHR0cHM6Ly93d3cuc2ltcGxpbGVhcm4uY29tL3R1dG9yaWFscy9kYXRhLXNjaWVuY2UtdHV0b3JpYWwvZGF0YS1zY2llbmNlLWludGVydmlldy1xdWVzdGlvbnM_dXRtX21lZGl1bT1lbWFpbCZ1dG1fc291cmNlPW9uYm9hcmRpbmcmdXRtX2NhbXBhaWduPW9uYm9hcmRpbmctY2FtcHVzLXdlbGNvbWUtbGlnaHRib3gtdGVzdC1sb3ctaW50ZW50LXYyLXRlc3QtNS1pbnRyby1jbGFzc2VzJnV0bV9jb250ZW50PW1hcmtldGluZw/5691f5b5487ccd55108b51c1Bda9cf9bc) blog provides answers along the way.
* **Research the company on Glassdoor** - here's a bunch of [actual questions asked in Data Science Intern interviews](https://www.glassdoor.com/Interview/data-science-intern-interview-questions-SRCH_KO0,19.htm)