Social Work Students
Welcome!

PRESENTED BY:
David McVey, Career Counselor
(916) 278-6318
mcveyd@csus.edu

College of Health and Human Services,
Experiential Learning Coordinator
Ashley Lewis, Career Counselor
916-278-5089
alewis@csus.edu
Successful Interviews Start Here

- Research Yourself
- Research Them
- Prepare
- Present
Identify Your Preferences

- Environment
- Interests
- Supervision style
- Values
- Personality
- Family and cultural

- Have a vision for what you want!
Identify What You Have to Offer

- Consider all experiences valuable
  - Academic
  - Observed or hands-on experiences
  - Professional Development

- Identify your unique
  - Skills
  - Knowledge

So, why does this matter??
Before You Begin Interviewing: Checklist

- Keep job search materials organized
- Update resume / documents
- Professional dress
- Visit the Academic Advising and Career Center, LSN-1013
- Obtain references
- Identify essential skills for the position(s) and your related skill set
- Purchase job search business cards
Before You Begin Interviewing: Checklist

- Have a professional email & voice mail message
- Assemble a portfolio (optional)
- Practice interview skills
- Practice your 30-second commercial
- Assess and identify transferable skills from past experiences
Before You Begin Interviewing: Checklist

- Be able to introduce yourself
- Be nice to support staff
- Being willing to stretch – try new things
- Allow yourself to fail
- Identify what you would like to get out of your field placement

- Sound and act like a professional
- Become an expert in your field

Some items adapted from: “Getting from College to Career” Lindsey Pollak, 2007
ICE BREAKER

- Everyone has a 3X5 Card. Write down one Open Ended question about Social Work. For Example:
  - Why did you choose this major?
  - What do you hope to accomplish as a social worker?
  - Why do you think you would be good at Social Work?

- Find people in the room, ask your questions then switch cards and go to next available person.
Experiences from School...

- Technical skills and knowledge
- Volunteer experiences
- Projects, group work, assignments
- Senior project and/or other research projects/assignments
- Soft skills, such as communication, leadership, organization, and research skills
- Student clubs and organizations
- Course content skills and knowledge
- Community engagement opportunities
- Faculty / Student Research
La Familia Counseling Center, Inc.

La Familia Counseling Center is a multicultural organization dedicated to empowering families to overcome adversity and to succeed in their lives.

- about us
- calendar
- services
- support us
- youth
- contact us

Research them
The mission of the social work profession is rooted in a set of core values. These core values, embraced by social workers throughout the profession's history, are the foundation of social work's unique purpose and perspective:

- service
- social justice
- dignity and worth of the person
- importance of human relationships
- integrity
- competence

www.socialworkers.org (NASW)
Research the Organization

- Where/how to Look
  - Web site
  - Company literature
  - Recent articles
  - Facebook, Twitter
  - Informational interviews

- What to Look For
  - Scope of practice
  - Supervision
  - Who do they serve
  - What are their challenges
  - How do they fit with your future academic/career goals
Research the Position

- Job duties
  - Skill Set
  - Experience/Knowledge

- Qualifications

- How Does Job Fit Your Goals?
  - Supervision
  - Training
  - Skill building
  - Professional Development
Know What to Expect

• **Types of Interviews**
  - One-on-one interview
  - Panel interview
  - Behavioral interview
  - Case interview
  - Telephone interview
  - Job Fair/Career Fair “interview”
Know What to Expect

- Types of Questions
  - Behavioral Questions
  - Probing Questions
  - Ethical Questions
  - Situational Questions
  - Inappropriate/illegal Questions
  - Questions for them
Know What is Most Important

- Top 3 Qualities
- Top 3 Experiences
- Top 3 Accomplishments
Practice saying responses to typical questions

Do a PFI/Mock Interview in the Career Center

Avoid feeling that you have to memorize and recite answers to questions!

The goal is to get comfortable presenting yourself and your qualifications to others
Make a Good First Impression

- Be on time and prepared
  - Have a folder and pen
  - Have extra resumes, etc
  - Have a portfolio
- Meet with a firm handshake
- Do not address the interviewer by his/her first name
- Wait for the interviewer to invite you to be seated or to seat himself/herself before you are seated
Answering Strategies

Experience Episodes: S.A.R.

- **Situation**
  - Describe the specific setting
  - What was the task, problem, need, or concern?

- **Action(s) taken to resolve the situation**
  - Why and how did you take this action - link to ethics/theory/training

- **Result(s) of the action(s) taken to accomplish the task or deal with the situation = outcome**
  - Quantify the results whenever possible

Tie your experience (Situation+Action+Result) to the position, company, industry for which you are applying; helps the interviewer visualize you as part of their organization!
Additional Answering Strategies

- Weave experience into answers
- Technical/words and phrases
- Relate subject of question to job
- Key working relationships
- Vocational maturity and insights into the profession
- Addressing interviewer’s interests
- Non-verbal cues
  - Voice inflection, breathing, body language, mannerisms, posture, alertness to questions, eye contact, enthusiasm
- Summarizing Answers and concluding the interview
Interview Outfits...
Leave a Lasting Impression

- Leave cell phones off
- Be an excellent listener
- Show them you want the job
- Use technical words and phrases
- Show knowledge of theory/research related to position
- Be positive
- Give specific examples using S.A.R.
- Identify challenges and offer solutions
- Tell them what you would contribute
- Remember non-verbal cues
- Ask great questions
  - Don’t ask about salary, benefits, or vacation
  - Do ask about company challenges, goals, and strategies
- Concluding remarks
- Say “Thank You” in writing
- Follow-up
After Your Interviews...

- Debrief your interviews
- Evaluate your strategies
- Stay connected
- Take time for yourself: reenergize
- Get feedback on resume and interview techniques
- Have a positive attitude
- Use your resources
- Believe in yourself😊!

Thank you...