

# **Blazing the Job Trail: How to IGNITE Your Career**

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*This paper presents information for a SIOP Alternative Session on Job Search Processes accepted for the 2015 conference.*



## **Session Abstract**

Twelve early career and seasoned professionals will share their experiences and knowledge of the job market. Each presenter will address a phase of the job search process, ranging from the application package to expectations of new hires. Following the 12 IGNITE speakers, the format shifts to an interactive panel discussion.

## **Session Summary**

Student affiliates comprise nearly half of the SIOP membership (49%; Silzer & Parson, 2013). Prepared by their programs to take on practitioner roles, students are eager to join the workforce. Often, however, new job seekers face many questions about the job market. There are a myriad of articles, phone apps, and websites that offer advice for the job seeker, and attempt to answer the many questions that job seekers have by providing advice on how to prepare a resume, how to dress for an interview, and how to negotiate. Yet, this advice is generic and the quality is questionable.

Our primary goal is to help foster an attitude focused on providing support for job seekers in our field. As a first step in cultivating this attitude, we aim to provide a forum for job seekers to learn about the job search process from early-career and seasoned professionals. Additionally, we are offering an environment for job seekers to ask job market-related questions and network with other professionals. Ultimately, we hope that this stimulates a greater connection between job seekers and professionals, making students more comfortable in approaching professionals for advice.

This session is directly relevant to SIOP's strategic goals. First, related to strategic goal 1, the session provides insight into preparing a compelling application package, which helps audience members demonstrate their "authority on work-related human behavior," (2013 SIOP Strategic Goals and Initiatives). As job seekers are applying to external organizations we want to ensure that they are representing the field, from their first interaction (e.g., job materials, networking, branding) to understanding the expectations organizations hold for them as employees. Further, by presenting information on what is expected of new hires in the field of industrial-organizational psychology, we ensure the standards for the profession are communicated. This session also addresses strategic goal 3, as proposed topics seek to meet the needs of early-career industrial-organizational psychologists by preparing them for the job search and employment process. There is a clear need for support throughout this phase in one's career as navigating the transition from student to professional can be overwhelming.

## **Format**

The proposed session will begin with an IGNITE component in which twelve speakers will each address different phases of the job search process. Each presenter will have five minutes, with 20 automatically advancing slides every 15 seconds. The last 15 minutes are reserved for a panel discussion giving the audience a chance to ask the panelists more questions. This format

provides the audience a concise and animated overview of many of the different steps of the job search process, while also providing them the opportunity to ask more in depth questions.

The presentations, to the extent possible, are organized in order of the job search process commonly experienced by new graduates in industrial-organizational psychology. Starting with understanding the range of jobs open to industrial and organizational psychologists, then focusing on the different steps in applying for jobs, and lastly understanding the expectations of new hires.



## References

Silzer, R. F. & Parson, C. (2013). Trends in SIOP membership, graduate education and member satisfaction. *The Industrial–Organizational Psychologist*, 50, 135-149.

Society for Industrial and Organizational Psychology, Inc. (2013, April). *SIOP Mission Statement, Vision, Core Values, and Strategic Planning Goals*. Retrieved from <http://www.siop.org/reportsandminutes/strategicplan.aspx>

**Summary of Hogan's Contributions  
ABD and Full-Time**

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Completing a dissertation while also working a full-time position can be a stressful and somewhat daunting task. This session will provide the audience with strategies to successfully complete the dissertation while remaining engaged in their new role, from an employee in the final stages of completing their dissertation.



**Participant List (in alphabetical order)**

**Dr. Nicole Ginther**

PepsiCo  
Presenter

**Dr. Patricia Grabarek**

Infor Talent Science  
Presenter

**Adam Hilliard**

Walmart Stores Inc.  
Presenter

**Dr. Johanna Johnson**

Clemson University  
Presenter

**Aaron Kraus**

University of Akron  
Presenter

**Laura Lomeli**

Walmart Store Inc.  
Presenter

**Dr. Joselito Lualhati**

Global Skills X-Change  
Presenter

**Andrew M. Naber**

RAND Corporation  
Presenter

**Christopher Rotolo**

PepsiCo  
Presenter

**Kathakali Sirar**

Federation of State Boards of Physical  
Therapy  
Presenter

**Amber Smittick**

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Presenter

**Victoria Smoak**

Louisiana Tech University  
Presenter