



WORKSHEET

FROM DEGREE MINDSET TO CAREER MINDSET

Identifying Limiting Mindsets for Acing an Interview

Your opportunity to shine in the interview won't come down to just your grades. It will come down to your ability to demonstrate your attitude and persistence in being fantastic at your craft. Let's take a look at your mindset and where it sits.

Brag Moment:

We're about to dive right into why grades aren't enough. BUT, before we do that, we want to recognize that you worked hard for your grades and have every right to be proud of what you accomplished. Tell us about a grade you worked extra hard for, the reasons your professors admired you, or a project that would just knock our socks off. Go ahead, brag a little!



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A Tale of Two Mindsets:

After years of hard schoolwork, it would be nice to get to take your foot off the gas and coast into the job you've always wanted. The problem is that this mindset will likely be your biggest obstacle to actually landing that job. Let's take a second to dive into that and review whether you have a "Degree Mindset" or a "Career Mindset."

Degree Mindset	Career Mindset
"I worked hard for three years; employers will understand that."	"I am responsible for showcasing the skills I've cultivated over the past three years."
"The goal of grad school was to graduate."	"The goal of grad school was to improve my value to my target employers."
"My grades speak for themselves."	"A grade means nothing to an employer if I can't back it up with skills, character, and real-world value."
"I don't need to prepare for interviews because my degree already sets me apart."	"Employers will actually expect more from me because of my degree, and I should be well prepared to keep setting myself apart."
"I'm pretty sure I'll get the exact job I want right away because of my degree."	"I know it might take some patience and resilience to reach my end goal, but I can use the skills I've learned to keep preparing and gaining valuable experiences."
"Someone without an advanced degree won't have a shot at this job."	"The person who can show the most value to the company will get the job, regardless of the degree."
"This interview should be easy for someone like me to wing."	"This interview will likely be challenging, but I have the tools to prepare myself for it."



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As you read through the chart and do the exercises, how would you characterize your current mindset?

What changes do you think you need to make and why?

The job candidate with the Degree Mindset thinks that the hard work is already done, and they can coast into the job they want with little preparation. The candidate with the Career Mindset understands that a degree is not a guarantee.

Do you have any limiting mindsets you currently carry that could hold you back from landing your target job?



Inside the Hiring Room

Take your best guesses on a little pop quiz:

1 How long does the average candidate spend preparing for an interview?

2 How many people does the typical employer interview for a position?

3 How many interviews does it take a well-prepared candidate to receive an offer?

4 What is the average number of candidates for a single job?

5 What percentage of candidates get rejected because they don't know enough about the company?

6 How long is the typical interview process?

Now, let's compare your assumptions to the actual answers on the next page...



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1. The average candidate spends 7 hours preparing.
2. The typical employer interviews 6 to 10 candidates for one position.
3. It typically takes 2 to 4 interviews for a well-prepared candidate to receive an offer.
4. There are an average of 181 applicants for a single job.
5. A whopping 47% of candidates are rejected for not knowing enough about the company.
6. The typical interview process is 21 to 23 days.

Which answers surprised you most and why?

*Sources for statistics:

<https://careersidekick.com/interviews-per-job/>
<https://www.jdp.com/blog/how-to-prepare-for-interviews-2020/>
<https://legaljobs.io/blog/interview-statistics/>



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A New Skillset for Finishing the Race

If your dream job is at the finish line, it's important to recognize that your advanced business degree is only at the halfway point. You've come a long way. But if you try to coast now, you will be passed up.

By whom?

By the people who continue to put in the work. By the people who intentionally remove the obstacles in their path through the proper motivation, preparation, and execution.

Your advanced business degree gave you the tools and skills to execute the job of your dreams once you get there. This INTERVIEW ACER Toolbox will fill in the gap between now and then. Because we know it takes skills and preparation in order to know how to properly showcase your other skills and preparation. It's a whole different skillset. But, like any skillset, it's one that you can learn and master.

Once you do, you will be unstoppable in interviews.