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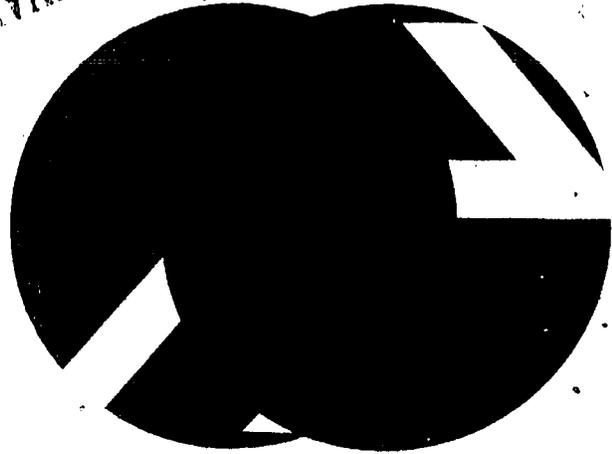
ABSTRACT

This instructional guide presents a comprehensive job-seeking model which uses an open-ended approach to teaching job-seeking skills. Instructors are encouraged to adapt the suggested lessons, worksheets, and other teaching/learning activities to fit their unique situations. The guide is primarily intended for those students who will be seeking immediate, full time employment following high school; however, the instruction may also be beneficial to students going directly to postsecondary education or training. The guide is divided into three primary sections. The first section contains the content for job-seeking skills instruction and consists of five reading modules which deal with the following job-seeking stages: (1) deciding on the job to seek; (2) preparing and using a personal data sheet; (3) searching for job opportunities; (4) applying for jobs; and (5) deciding on a job offer. (Written at the twelfth-grade reading level, these modules are interrelated in that each module builds upon preceding modules.) The second section contains twenty-one lesson guides, which parallel the reading modules and serve as the instructional outline. These lesson guides provide the following: lesson objective, content source, teaching time estimate, teaching ideas, critical learning activities, and a list of other materials needed. The third section consists of 110 sample test items. These items are intended to assist in the planning and/or evaluation of job-seeking skills instruction. (A related guide on placement assistance services is available as CE 020 333.) (BM)

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Finding YOUR Best Job

An Instructional Guide for Job Seeking Skills

by
Fred D. Krusemark, Jr.
Gary W. Leske

U.S. DEPARTMENT OF HEALTH,
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S.P.A.C.E.

STUDENT PLACEMENT AND
COUNSELING EFFORT

Minnesota Research Coordinating Unit
for Vocational Education
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F.D.K.
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Introduction

As evidenced by the growing abundance of books and manuals on how to get a job, there is an increasing demand for new ideas and models of job seeking skills instruction, particularly for young people. The material that follows is an instructional guide for teachers or counselors wishing to provide job seeking skills instruction.

The authors believe this instructional guide is unique in several ways. The model of job seeking presented in this guide is quite comprehensive. It not only addresses the skills related to securing a job, but also addresses skills related to selecting one's first career job. The second set of skills is included because they are so crucial to the success of one's job search.

The presented model of job seeking contains both idealistic and realistic elements. This model may be viewed as idealistic since it exhorts young persons to take the best possible starting job--one which will be the most satisfying and rewarding. This idealism is stressed both in the job selection processes and in the actual job search. However, this idealism is tempered with necessary realistic limitations. The job to be sought must be one which the person has a realistic chance of securing. The job must be currently available and the person must be able to satisfy the minimum worker requirements of the job desired. Though persons are shown ways to negotiate for the best possible job offers, it is clearly pointed out that job offer negotiation may not be appropriate or even possible in many cases.

Unlike many other instructional materials on job seeking skills, this guide is not an instructional "cookbook" which requires only that users carefully follow the given instructions. As exemplified in the provided lesson guides and sample test items, this guide provides instructors with an "open-ended" approach to teaching job seeking skills. Obviously, no two students or classes are exactly alike. Rather than trying to propose instructional methods which would be appropriate to all students (an inappropriate, if not impossible task), this guide is designed to encourage instructors to adapt the suggested lessons, worksheets and other teaching/learning activities to fit their unique situations. The instructional outline provided is intended as a springboard to assist instructors in planning and creating a meaningful learning experience for their students.

Obviously, job seeking skills instruction will be most appropriate and relevant for those students who will be seeking immediate, full time employment following high school and have no plans for further education. This instructional guide has been designed for primary use with such students. However, job seeking skills instruction may be appropriate and beneficial to students going directly to some form of post-secondary education or training. In this second situation, instructors may wish to make special adaptations of the provided instructional materials.

This instructional guide can be divided into three primary sections. The first section contains the content for job seeking skills instruction. The content is divided into five reading modules, each dealing with a certain stage of job seeking. The reading modules are inter-related in that each module builds upon preceding modules. The modules are written at the 12th grade reading level. Second person is used consistently throughout the modules in order to facilitate direct student reading of the content, if desired.

The second section contains twenty-one "lesson guides" which parallel the reading modules and serve as the instructional outline. These lesson guides provide only basic instructional guidelines: lesson objective, teaching time estimate, teaching ideas, critical learning activities, etc. These lesson guides can be easily adapted for a variety of instructional strategies (e.g., regular class, special workshop, independent study).

The third section consists of 110 sample test items. These items are intended to assist in the planning and/or evaluation of job seeking skills instruction. These items are presented as a sample of possible test items, which instructors may use or modify as they see fit.

MODULE 1 DECIDING ON THE JOB TO SEEK

So you think you're ready to start looking for your first career job. Do you know what "Job Seeking Skills" are and how they can help you in seeking your first career job? Have you considered any of the possible effects that a job can have on you and your future? Have you sat down and really thought about why you want to go to work and what you want or expect from a job? Do you already have a specific job or occupational area in mind? This reading module is intended to help you think about and answer these questions.

What Are Job Seeking Skills And Why Are They Important?

The technique of seeking a job can be considered an art--one in which most people dabble, but in which only a few become masters. The few who do become masters usually have learned by trial and error--making mistakes. These persons may have learned how to effectively search for job opportunities through wasting effort and time on tracing deadend job leads they should have avoided. Their job interview skills have been sharpened by many interview failures. They have learned how to get job offers, by losing ones they should have gotten. In other words, these people have had to learn the hard way.

The good news announced here is that you do not have to learn the hard way. Before starting your actual job search, you can learn about and start developing certain skills, strategies, or preparations that will increase your chances of a successful job search--obtaining the best possible job. If you have already done some past job searching and have experienced some of the common problems, you probably can anticipate many of the skills to be discussed in these reading modules, and will, no doubt, appreciate their usefulness.

Job seeking is typically thought of as just the processes related to finding a job. The view of job seeking presented here is much more broad than the one above. It defines job seeking as the sum of the five following stages or sets of processes.

1. Deciding on the Job to Seek
2. Preparing and Using a Personal Data Sheet
3. Searching for Job Opportunities
4. Applying for Jobs
5. Deciding on a Job Offer

The first and fifth stages are frequently not considered as part of the job seeking process. The first stage, deciding on the job to seek, is typically treated as an assumed activity prior to the actual job search. The fifth stage, deciding on a job offer, is largely ignored because of the involved complexities and value judgments. These stages are included here because their activities and outcomes crucially affect the ultimate success of a job search. An unrealistic job choice will obviously result in a fruitless and frustrating job search. The success of a job search is ultimately measured by the job one decides to take. Without a good decision strategy for evaluating job offers, a person can undo all previous work in the job search by accepting a job offer which is not really what the person wants nor will it lead the person further in his/her career.

Within each of the five stages, there are certain tasks that a job seeker should be able to perform. Your ability to perform these tasks will determine your job seeking skills. A list of the five job seeking stages and their respective tasks/skills follows.

<u>Stage</u>	<u>Related Skills</u>
1. Deciding on the Job to Seek	1a. Identify job seeking skills and recognize their importance. 1b. Consider the possible effects of a job. 1c. Examine why you want a job and what you want most from a job. 1d. Select/verify your best job.
2. Preparing and Using a Personal Data Sheet	2a. Prepare a personal data sheet. 2b. Use your personal data sheet. 2c. Write "cover letters" for your personal data sheet.
3. Searching for Job Opportunities	3a. Identify and effectively use the best sources of job opportunities. 3b. Outline your personal search strategy.
4. Applying for Jobs	4a. Prepare to meet employers. 4b. Complete employment application forms. 4c. Take employment tests. 4d. Complete an employment interview. 4e. Complete post-application activities.
5. Deciding on a Job Offer	5a. Obtain the time needed to decide. 5b. Negotiate (when appropriate) for best possible job offers. 5c. Select the best job offer. 5d. Communicate your job decision.

A total of 18 job seeking skills are listed, but many of these skills include other activities or even skills. You may be asking yourself, "Do all skills apply to me?" The answer to your question is YES. Every one of these skills will help you in your upcoming job search--regardless of the job you are seeking. More importantly, these skills will prove extremely valuable throughout your working lifetime because they apply not only to your first job search, but to all subsequent job searches you may make.

Some people think that finding a job is strictly a matter of luck--being in the right place at the right time. These people are dead wrong and probably unemployed. How does one identify the right place and manage to be there just at the right time? This is usually skill, not luck. A "lucky" job seeker is usually the job seeker who plans and uses a variety of skills and strategies. The "unlucky" job seeker is usually the person who starts the job search with no plan or definite job in mind and just follows the path of least resistance (effort) in the job search. Remember, the truly successful job seeker is not the person who immediately gets a job, but rather the person who succeeds in obtaining a job which will be rewarding and satisfying.

Job seeking skills can help you obtain the best possible job by increasing your chances of getting at least one job offer, and hopefully, more than one job offer. See Figure 1, page 37. The chances listed are your chances of getting more than one job offer (or your chances of getting a job offer within the first week). These chances are based strictly on two factors: your qualifications for the job and the availability of the job. These chances will be affected by your job seeking skills. If you use the recommended job seeking skills, you can greatly increase your chances of getting more than one job offer. On the other hand, if you don't develop or use any of these skills, your chances will lower dramatically. Job seeking skills will give you a significant edge over other equally qualified job seekers who are competing for the same job, but who do not have job seeking skills.

Don't expect your job search to be easy, with or without job seeking skills. Many people feel that searching for a job is harder work than a job. Remember, unemployment is always a problem for youth. The national unemployment rate for 18-25 year olds has been approximately three times the rate for older adults (currently 24%). This means that nearly one out of every four young persons wanting to work can't find the job they want. Some of this is probably due to unrealistic job choices, but you must face the facts. The competition in job seeking is intense and it is not going to get any easier in the foreseeable future. In light of these current realities, the best insurance or guarantee of obtaining the job you want is learning and using job seeking skills.

In developing your job seeking skills, you will be asked to complete various tasks outlined in these reading modules. These tasks include (1) completing the necessary worksheets, (2) preparing a personal data sheet, (3) preparing a cover letter for your personal data sheet, and (4) preparing an interview follow-up letter. To help you complete these tasks, examples of each are provided. In order to show how these activities relate to one another, all of the examples pertain to the same character, Jody Johnson. This character is strictly fictional and could actually be either a male or female. Any resemblance to persons living is purely coincidental.

On the next page is a narrative of Jody Johnson which will give you a brief overview of this character. Jody is in some ways very typical of high school students, but in other ways, very different. It is not essential that you can relate to this character. It is essential that you can work through the outlined tasks in a similar manner.

NARRATIVE OF JODY JOHNSON

Jody Johnson is currently a high-school senior. Jody is an average student and has to work hard to maintain a B- overall average. Jody was able to make the principal's honor roll for one semester. This really was an exceptionally good semester for Jody. Jody's most notable accomplishment in school is, however, having a perfect attendance record.

Jody could go on to college or some other post-secondary education, but wants to go directly to work. Jody's parents are not terribly happy about Jody's decision, but are willing to accept it--provided that Jody will re-evaluate the possibility of further education after the first year of work.

This past summer Jody got his/her first full-time job--a salesclerk position in a department store. Jody's only previous paid work experience was working during summers on an uncle's farm. Despite some initial problems, Jody really did well as a salesclerk. This job reinforced Jody's past experiences in Junior Achievement where Jody was elected as the company's Vice-President of Sales and later became a finalist in a regional sales competition. Because of these experiences, Jody is quite sure that a career in sales would be better than other career alternatives and plans to seek a full-time sales position after graduating this May. Before making any final decision, Jody does want to explore other career possibilities to make sure that sales is definitely the best career to pursue.

Besides Junior Achievement which really surprised Jody when it actually turned out to be interesting, Jody has participated in other extra-curricular activities. Jody was in the school debate club, but found that debating was more hard work than fun and quit shortly after joining. This experience did help Jody in developing certain skills and also made Jody realize some potentials not previously known.

This year, Jody decided to join DECA, and surprisingly was elected as treasurer. Besides participating in this club, Jody is taking two distributive education courses and two business math courses this senior year. In order to make A's in at least the first two courses, Jody has decided not to try to work during the senior year. Jody hopes that good grades plus past experiences will be enough background to get a sales job.

Jody has a variety of interests. Jody enjoys sports such as tennis, skiing, and basketball. During Jody's sophomore year, Jody was seriously injured in a basketball game and still has some recurring problems related to this injury. Jody watches most sports events and occasionally bets on college and professional football games. Jody is an avid camper and a fanatic CB'er. Jody also plays the piano and sings in the church choir.

What Are The Possible Effects Of My Job?

Have you thought about some of the possible effects a job might have on you? If you haven't, you should. Thinking about possible effects will help you in deciding what kind of job you want or don't want. Let's quickly look at some possible effects.

The most obvious effect or consequence of your job is the kind of work you will do. The job. Your work could be physical or mental, individual or in a team, inside or outside work, in one location or traveling to several locations. It's important to be doing the kind of work you enjoy. If you don't enjoy your work, you probably won't be very satisfied with your job and your job satisfaction or lack of it can affect your entire outlook on life.

Believe it or not, your job will also affect how you will be spending your leisure time and with whom. For example, if you decide to take a night job, most of your leisure activities must then be daytime activities. It often happens that persons who change over to night shifts often must make new friends who work the same hours. Their old friends are still working during the day and relaxing at night. Also, you will probably find the hobbies and interests of your fellow workers or supervisor to be well worth taking up. Learning new hobbies is not only fun, but probably will help on-job relations.

Your job will also affect how others see you since your job is one of your many "calling cards". In meeting new acquaintances at parties, the first question often asked is, "What type of work are you in?" Depending on your job, others will form an immediate impression of you--justified or not. Also, how you respond when asked about your job will affect how others will see you. If you are unhappy or dissatisfied with your job and respond very negatively about it, others could easily see you as negative and depressing, not the job.

Your job will also probably influence how you see and feel about yourself. A job can be a primary source of self respect if you feel a sense of accomplishment and satisfaction in what you do. At the other extreme, a job can be a source of self reproach if you've remained with jobs where you've never experienced any personal satisfaction or accomplishment.

Finally, your job can have a long range effect on your life. A number of cited persons show that one's "life satisfaction" and general level of health are both directly related to having had a meaningful and fulfilling career. On the average, persons switch jobs seven times in their careers. So your first job doesn't have to be your last. It probably will be the job (or income) with which you hope to retire. How do you don't start your career with a job that is obviously not going to lead to that job. It's high time you could live to enjoy your career.

What Do I Want From A Job?

There are many different reasons why people seek employment. Besides wanting income, young people may want a full time job in order to gain independence from their family, avoid or postpone further education, meet new friends, pay for a new car or stereo, or even finalize their marriage plans. All of these reasons for seeking employment are probably legitimate. But are any of these sufficient reasons of themselves? We think not. A job should not be seen as only a "necessary evil" or strictly a means for obtaining something else. Despite the contrary opinions, a job can and should be personally satisfying,

job to be as rewarding and job. This job should lead you to new dimensions to your ties or luxuries. If you do not want to be a worker and just want to take the money of today's workers--in an effort to get you nowhere.

You do not want a job that is just a means to an end. You want a job that offers rewards, conditions or satisfactions from which you can derive pleasure. Your expectations must be realistic--especially for you. It is very unlikely that any one job will satisfy all of your needs for satisfactions, conditions or rewards--your job needs. Therefore, you must identify those job needs that are most important and focus on them in seeking your best job.

On the next page is a completed example of the "JOB NEEDS IMPORTANCE FORM". This form is intended to help you in determining your important job needs. On this form, twenty (20) job needs are listed with brief descriptions. There is also space provided to list other job needs.

Before trying to complete this form, it would be helpful for you to examine these job needs and ask yourself the following questions: Which needs are so important that I would quit a job if they weren't satisfied? Are there any needs that I am presently taking for granted? How are my job needs different from or similar to my friends and family members? Which needs could be postponed at this time? Which needs should be dropped because they cannot realistically be satisfied at this time? What will my important job needs be five years from now?

After you have completed the form, answer the question at the end. Perhaps, have a chance to discuss your responses with other students, you will be ready to complete the JOB NEEDS IMPORTANCE FORM. A list of step and key points to use in completing this form is on page 9.

JOB NEEDS IMPORTANCE FORM

Common Job Needs:

Importance Rating Rank

None Little Some Much Great

Common Job Needs:	None	Little	Some	Much	Great	Rank
1. ABILITY UTILIZATION: I could do something that makes use of my abilities.	N	L	S	M	(G)	1
2. ACHIEVEMENT: The job could give me a feeling of accomplishment.	N	L	S	M	(G)	3
3. ACTIVITY: I could be busy all the time.	N	L	S	M	(G)	2
4. ADVANCEMENT: The job would provide an opportunity for advancement.	N	(L)	S	M	(G)	19
5. AUTHORITY: I could tell people what to do.	(N)	L	S	M	G	
6. COMPANY POLICIES AND PRACTICES: The company would administer its policies fairly.	N	L	S	(M)	G	
7. COMPENSATION: My pay would compare well with that of other workers.	N	L	S	(M)	G	1
8. CO-WORKERS: My co-workers would be easy to make friends with.	N	L	(S)	M	G	16
9. CREATIVITY: I could try out some of my own ideas.	N	L	(S)	M	G	12
10. INDEPENDENCE: I could work alone on the job.	(N)	L	S	M	G	20
11. MORAL VALUES: I could do the work without feeling that it is morally wrong.	N	L	S	(M)	G	10
12. RECOGNITION: I could get recognition for the work I do.	N	L	S	M	(G)	4
13. RESPONSIBILITY: I could make decisions on my own.	N	L	(S)	M	G	13
14. SECURITY: The job would provide for steady employment.	N	L	S	M	(G)	5
15. SOCIAL SERVICES: I could help other people.	N	L	S	(M)	G	11
16. SOCIAL STATUS: I could help improve the community.	(N)	L	S	M	G	22
17. SUPERVISION: I could get help to pick up the work when I am absent.	N	(L)	S	M	G	17
18. SUPERVISION: My boss could help the workers well.	N	(L)	S	M	G	18
19. VARIETY: I could do a variety of different things.	N	L	(S)	M	G	15
20. WORKING CONDITIONS: I could work in good working conditions.	N	L	S	(M)	G	9
21. <i>Good Hours</i>	N	L	S	M	(G)	6
22. <i>Convenient location</i>	N	L	(S)	M	G	14

Good Hours
Convenient location
Security
15

Steps

1. Look over all of the listed job needs.

Key Points

- 1a. Take time to carefully read all job needs and their descriptions.
- 1b. Do you really understand each job need and how it is different than other job needs?
- 1c. Are there any additional job needs that you want to add in the extra space? If so write them.

2. Circle the letter that best represents the importance of the job need.

- 2a. Circle the letter that best represents the importance of the job need.

- 2b. Some needs may be equally important or unimportant and thus, would have the same letters circled.

- 2c. Are there any changes in rating you want to make? If so, make them.

3. Rank the job needs in descending order of importance.

- 3a. Descending order means that your most important job need should be ranked as No. 1.

- 3b. Rank items within ratings are all Great items, then all Much items, etc.

- 3c. Sometimes it is easier to start ranking from the least important to the most important need.

- 3d. Are there any changes you want to make? If so, make them.

Now you are ready to rank the job needs. List your most important job need in the space provided.

Though you may have a lot of job needs, you can't list them all. You'll find that you have a few key job needs that are most important to you.

How Do I Select My First Career Job?

The process of selecting your first career job can be as difficult or easy as you make it. Unfortunately, too many people take the easy way out (letting a job pick them) and end up paying the future consequences. On the other hand, there are persons who spend their entire life trying to decide on a career. A good job selection process doesn't have to be long and drawn out, but it does require honest and thoughtful consideration.

The process of selecting a job as outlined here is intended for persons who are interested in a job in the field of business administration.

1. Identify possible job possibilities.

2. Evaluate each job possibility on the basis of:

a. How well it will satisfy your current important needs of a job.

b. Its availability (number demand versus supply of openings versus job seekers) in your area and

c. how well it compares with the minimum requirements of the job.

3. Compare the results of your evaluation and select the job which has the highest likelihood of satisfying your important needs and which you have the best chance of securing.

The steps in the job selection process will be more clearly outlined in the text. At each step there are suggested worksheets that you can complete. After examining the completed examples of these worksheets, it is recommended that you try to complete these worksheets on your own. If nothing else, these worksheets will help you in thinking about and organizing your efforts in selecting your job. Once you have become completely familiar with a given worksheet procedure you may then prefer to do it on your own without the "workbook" aid.

The job selection process is a complex one and it is not intended to be a simple one. It is a process that you should make an effort to judge for yourself. It is not intended to be a "cookbook" type of process. It is intended to be a process that you should make an effort to judge for yourself. It is not intended to be a "cookbook" type of process. It is intended to be a process that you should make an effort to judge for yourself.

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Your local newspapers are another useful source of identifying job possibilities. Turn to their classified section dealing with employment opportunities, sometimes called, the "Help Wanted" ads. These ads will provide a wide listing of job opportunities in your local area. Besides helping you identify job possibilities, you will find the "Help Wanted" ads extremely valuable in evaluating the identified job possibilities.

Various books and pamphlets on occupational information are available for use in identifying job possibilities. Such books and pamphlets are in great supply and should be available at your school library or counseling

- 1. Handbook of Occupational Information
- 2. Handbook of Occupational Information
- 3. Handbook of Occupational Information
- 4. Handbook of Occupational Information
- 5. Handbook of Occupational Information
- 6. Handbook of Occupational Information
- 7. Handbook of Occupational Information
- 8. Handbook of Occupational Information
- 9. Handbook of Occupational Information
- 10. Handbook of Occupational Information

There is a series of pamphlets published by the U.S. Department of Labor. This series lists and describes various occupations and provides an employment outlook (forecast) with each pamphlet series separates and classifies occupations by minimum educational requirements.

These pamphlets are available at your school's counseling office and at the Ministry of Employment Service's offices. Different tests can help you decide which job matches up with your interests, needs, values, aptitudes, or abilities. Some of the most widely used tests are:

- 1. General Aptitude Test Battery (GATB)
- 2. Personality Inventory
- 3. Self-Directed Search
- 4. Strong Interest Inventory
- 5. Myers-Briggs Type Indicator
- 6. Occupational Interest Inventory
- 7. Occupational Personality Inventory
- 8. Occupational Personality Inventory
- 9. Occupational Personality Inventory
- 10. Occupational Personality Inventory

"entry-level" jobs that do not typically require education or training beyond high school graduation. The MIQ is currently available upon request at any of the Minnesota Employment Services branch offices. Your school should also be able to obtain this questionnaire for you to take. Because it is the only one of its kind, it is strongly recommended that you try to complete this questionnaire.

The General Aptitude Test Battery (GATB) has been developed by the United States Department of Labor and is available only through authorized agents such as the Minnesota Employment Services. Through a series of tests such as the Minnesota Paper and Pencil Test, Minnesota Mechanical Test, and Minnesota Clerical Test, the GATB can identify occupations for which you are qualified and qualified persons. As with the MIQ, you will need help to interpret the results of the GATB.

In addition to the previously discussed methods of identifying job possibilities, there is a new statewide computer service which assists persons in exploring and selecting occupational and educational opportunities. This service is called the Minnesota Occupational Information System (MOIS). It is currently available to nearly all high schools in the state for purchase. By working through a school computer terminal, you can get detailed and updated information for approximately 300 occupations currently available in the state. MOIS also has a program where you can receive a listing of job possibilities that should match your self-assessed interests and abilities.

In addition to the previously discussed methods and sources of information for identifying job possibilities, there are other methods and sources. Besides your own imagination, there are persons who can help you. Local newspapers, reference books and pamphlets on occupational information, vocational tests, and MOIS. There is a real potential advantage in using different methods or sources for identifying job possibilities. You may be able to identify new and unusual job possibilities that you could have never considered on your own.

On the next page, you will find an example of a "JOB SELECTION" worksheet. The "JOB SELECTION" worksheet shows the job possibilities identified by the sources mentioned above by the character, Edy Johnson. To complete this worksheet, you should first identify the job possibilities and for each write down the method or source you used to identify the job possibility. After identifying the job possibilities, you should rank them in descending order of preference.

The job possibilities listed on the worksheet should be ranked in descending order of preference. The job possibilities should be ranked in descending order of preference. The job possibilities should be ranked in descending order of preference.

JOB SELECTION WORKSHEET NO. 1 - JOB POSSIBILITIES

Rank	Job Possibilities	What method or source did you use to identify this job possibility?
1	1. Salesperson	I had this job last summer.
12	2. Taxi Driver	Friends say it is pretty interesting. opening "discovery" signs in the "Help Us"
	Mail Carrier	I know that a new family is hiring.
	Mail Carrier	at our mail carrier.
1	Mail Carrier	My neighbor has this job
3	Bank Clerk	My best friend is looking for this job.
7	Bank Clerk	Internet directory
8	Photographer	My mom knows people who are photographing
7	Bank Clerk	Internet directory
10	Bank Clerk	My next door neighbor
11	Bank Clerk	My neighbor is looking for this job
1	Bank Clerk	My neighbor is looking for this job
12	Bank Clerk	My neighbor is looking for this job

These three factors are intentionally listed in the above order since we feel the overriding factor in selecting a job is to obtain a job that will satisfy your important job needs. After determining which job possibilities will at least minimally satisfy your important job needs, you can then identify which of these job possibilities are currently

for each. Once you have satisfied any of your important job needs, your last remaining job possibilities

... the first example
... the first example
... three examples are
... provided on two of the
... step.

worksheets to evaluate each of the
could be impractical to provide
evaluating these fifteen job
how your worksheets might look
d. Five examples are given for
en for the second worksheet, a
ksheet. Example worksheets are
ibilities remaining after the evaluat

... and the third factor is the most important. You will need to do a great deal of work on each job possibility and getting some information on each will require work on your part. In identifying job possibilities, you may have already started gathering information according to your own plan. For example, if you took the MIQ, you might want to find only those job possibilities which will satisfy your important job needs. You would therefore not need to consider the third evaluation factor since all the job possibilities already satisfy your important job needs. This is also true for persons taking the GATB who list only those job possibilities for which they are at least minimally qualified. They would not need to consider the third evaluation factor.

... job possibilities that do not meet at least one of your important job needs. This first factor is the most important because it is your first job possibility. If you have job possibilities that don't meet at least one of your important job needs should be eliminated at this point. If you have job possibilities

... job possibilities that do not meet at least one of your important job needs. This first factor is the most important because it is your first job possibility. If you have job possibilities that don't meet at least one of your important job needs should be eliminated at this point. If you have job possibilities

needs the job will satisfy. However, recognize that what is true for one company may not be necessarily hold for other companies--ask the person to speak in general about the job.

A second worksheet, "JOB SELECTION WORKSHEET 2.1 - JOB NEEDS SATISFACTION", is provided to help you in this particular evaluation process. This worksheet should be completed for each of the listed job possibilities. As shown on the completed examples on pages 16 to 20, different jobs will not necessarily satisfy the same needs. Also, when determining whether or not important job needs will be satisfied, different information sources should be used. Some sources will provide better information than others about a given job need.

Below is a list of steps and key points to use in completing "JOB SELECTION WORKSHEET 2.1 - JOB NEEDS SATISFACTION".

- | STEP | KEY POINTS |
|--|--|
| 1. Circle the job possibilities. | 1. Complete this worksheet in pencil so you can use it again. |
| 2. Rank the job possibilities from most preferred to least preferred. | 2. Start with the job possibility you most prefer. |
| 3. List the important job needs for each job possibility. | 3. See the bottom of the completed "JOB NEEDS IMPORTANCE FORM". |
| 4. Rank the important job needs for each job possibility from most important to least important. | 4. If you find a change in ranking of your important job needs, review the process originally used to rank the job needs. |
| 5. Compare the important job needs for each job possibility to the important job needs for the job you most prefer. | 5. Use the information from the individual job possibilities and determine the ones most important for you. |
| 6. Circle the important job needs for the job you most prefer. | 6. Select the important job needs relevant to the job you prefer to your needs. |
| 7. Compare the important job needs for the job you most prefer to the important job needs for the other job possibilities. | 7. Use the information from the completed "JOB NEEDS IMPORTANCE FORM" to compare the important job needs for the job you most prefer to the important job needs for the other job possibilities. |
| 8. Circle the important job needs for the job you most prefer that are also important for the other job possibilities. | 8. Use the information from the completed "JOB NEEDS IMPORTANCE FORM" to determine the important job needs for the job you most prefer that are also important for the other job possibilities. |
| 9. List the important job needs for the job you most prefer that are also important for the other job possibilities. | 9. Use the information from the completed "JOB NEEDS IMPORTANCE FORM" to list the important job needs for the job you most prefer that are also important for the other job possibilities. |
| 10. List the important job needs for the job you most prefer that are not important for the other job possibilities. | 10. Use the information from the completed "JOB NEEDS IMPORTANCE FORM" to list the important job needs for the job you most prefer that are not important for the other job possibilities. |
| 11. List the important job needs for the job you most prefer that are not important for the other job possibilities. | 11. Use the information from the completed "JOB NEEDS IMPORTANCE FORM" to list the important job needs for the job you most prefer that are not important for the other job possibilities. |

JOB SELECTION WORKSHEET 2.1 - JOB NEEDS SATISFACTION

Job Possibility: Salesperson

Important Job Needs
(list in rank order)

What is your information and its source?

Will This
Need Be
Satisfied?

1. Use of my abilities In the past job, I really was Yes

to describe back to working about
my leader on the job

accomplish job a sense of accomplish- Yes
ment from the job

Responsibility My customers kept coming Yes
back because they liked the
way I treated them

Security they let keep my name so Yes
if you can't work you
will get fired or laid off

Income I really like the hours I Yes
am working

Advancement the job makes me Yes
hope to get a better
job than this one

JOB SELECTION WORKSHEET 2.1 + JOB NEEDS SATISFACTION

Job Possibility: Customer Service Rep.

Important Job Needs
(list in rank order)

What is your information and its source?

Will This
Need Be
Satisfied?

- | | | |
|-----------------------|--|-----|
| 1. <u>Abilities</u> | I could try to persuade
I couldn't | No |
| 2. <u>Wages</u> | person said there
always something to do | Yes |
| 3. <u>Relaxation</u> | help
relaxing
calming down
could be satisfying | yes |
| 4. <u>Recognition</u> | that thank you's
and for between | No |
| 5. <u>Security</u> | my parents sister who is one
said that a person rarely
gets fired or laid off. | yes |
| 6. <u>Hours</u> | full time people work from
1 to 2 shift. | Yes |
| 7. <u>Benefits</u> | work from home
help and communication | Yes |

JOB SELECTION WORKSHEET 2.1 - JOB NEEDS SATISFACTION

Job Possibility: Purchasing Agent

Important Job Needs
(list in rank order)

What is your information and its source?

Will This
Need Be
Satisfied?

1. Abilities

Folks say I am just right

Yes

2. Experience

The buying agent I
talked to said she was
able to buy

Yes

3. Achievement

Buy merchandise at my
best would be satisfying

Yes

4. Recognition

When you ask for your opinion
no one really just compliments if
make bad decision

No

5. Working Conditions

Distributors & Retailers always
need someone to buy their goods.

Yes

6. Salary

will depend on many things
like experience

Yes

7. Job Security

It depends on the company
and the industry

Yes

JOB SELECTION WORKSHEET 2.1 - JOB NEEDS SATISFACTION

Job Possibility: Mail Carrier

Important Job Needs
(list in rank order)

What is your information and its source?

Will This
Need Be
Satisfied?

- | Important Job Needs
(list in rank order) | What is your information and its source? | Will This
Need Be
Satisfied? |
|---|---|------------------------------------|
| 1. <u>Abilities</u> | <u>I would just be delivering</u> | <u>No</u> |
| 2. <u>Pay</u> | <u>is a thing nothing</u> | |
| 3. <u>Hours</u> | <u>by busy all day, during the</u>
<u>of seasons extremely busy</u> | |
| 4. <u>Security</u> | <u>I think I would get the</u>
<u>satisfaction</u> | |
| 5. <u>Workload</u> | <u>the mail carrier told me the</u>
<u>chance you get more complaints</u>
<u>than praise</u> | |
| 6. <u>Supervision</u> | <u>if you have the probation you</u>
<u>get there's almost no way</u>
<u>to lose your job</u> | |
| 7. <u>Benefits</u> | <u>there is a lot to work at 6:00 the</u>
<u>4 " is to work on some days</u> | |
| 8. <u>Training</u> | <u>at the mail carrier</u> | <u>Yes</u> |
| 9. <u>Location</u> | <u>at the mail carrier</u> | |

Job Possibility: Taxi Driver

Will This
Need Be
Satisfied?

Important Job Needs
(list in rank order)

What is your information and its
source?

- | | | |
|------------------------|--|------------------|
| 1. <u>Abilities</u> | <u>I'm an okay driver, but that's not my only ability.</u> | <u>No</u> |
| 2. <u>Activity</u> | <u>There is a lot of waiting around.</u> | <u>No</u> |
| 3. <u>Achievement</u> | <u>I talked with a cabbie, he said a fare is just a fare.</u> | <u>No</u> |
| 4. <u>Recognition</u> | <u>There's no recognition - other than maybe getting mugged.</u> | <u>No</u> |
| 5. <u>Security</u> | <u>you're really just self-employed.</u> | <u>Can't Say</u> |
| 6. <u>Good Hours</u> | <u>No way - just night shift available for tips.</u> | <u>No</u> |
| 7. <u>Compensation</u> | <u>Averages about the minimum wage - with tips.</u> | <u>No</u> |

Conclusion:

This job will meet:

- none of my important job needs.
- only 1 or 2 important job needs. (few)
- 3 or 4 important job needs. (some)
- 5 to 7 important job needs. (most)

IF THIS JOB WILL NOT MEET ANY OF YOUR IMPORTANT JOB NEEDS, YOU SHOULD ELIMINATE THIS JOB POSSIBILITY, AND START EVALUATING THE NEXT JOB POSSIBILITY.



Steps

5. (Continued)
6. Check the most appropriate conclusion statement.
7. Decide what to do next.

Key Points

- 5b. Write in your response: Yes, No, or Can't Say.
- 6a. Total your yes responses.
- 6b. Check the conclusion that matches the number of yes responses.
- 7a. If this job possibility does not meet any of your important job needs, you should eliminate it. You can erase everything you wrote above and use this worksheet for the next job possibility.
- 7b. If this job possibility does, at least, meet a few of your important job needs, you will need to further evaluate it. If you wish to re-use this worksheet, you should record your conclusion (or better, the needs satisfied) on another sheet so it will be available for later use.
- 7c. If this job possibility is eliminated, you would automatically complete this worksheet on the next preferred job possibility. However, if this job possibility minimally satisfies your needs, you must decide whether to further evaluate this job possibility on the next two factors or first evaluate all job possibilities on this factor. Generally, it is more convenient to evaluate all job possibilities on each factor.

The second factor in this evaluation process is determining the availability for each job possibility that minimally satisfies your important job needs. Job availability is the difference between the number of job openings (worker demand) and the number of job seekers (worker supply). This evaluation step may be the hardest of the three steps because information on worker demand and particularly, worker supply, is not easy to obtain. Too often people will define availability as strictly worker

demand, completely forgetting about the worker supply. They see the number of openings, but do not recognize the number of job seekers competing for these openings..

The information sources used previously will also prove helpful here. Again, some sources will be more helpful than others. The Minnesota Employment Services (M.E.S.) appears to be significantly better than other sources in providing job availability information. M.E.S. can provide worker demand and supply information on most entry-level jobs at the local, regional and state levels. Your school placement or counseling office may also be able to provide such information.

Your local news media may also be useful in determining the availability of different job possibilities. As a normal part of news coverage, there are frequently stories or articles on new developments in the local economy such as mass layoffs (increased worker supply) and new or expanding industries (increased worker demand).. Besides these articles, and stories, the "Help Wanted" newspaper advertisements provide information on availability of different jobs.. Estimates of worker demand can be made by counting the number of job opening advertisements for each job possibility. You can guess at worker supply levels by the length of time the ads run in the paper--a few days versus a couple of weeks. You can also count how many "Position Wanted" ads are listed for each job possibility.

Besides these two major sources, there are other sources of determining the availability of different job possibilities. If you are interested in government employment, phone or visit the civil services offices in your area or the agency with the job or jobs you are evaluating, and ask for information on available openings. Unions will provide availability information for crafts and trades which they control. If you desire employment only in your immediate vicinity, you should tour your area to observe which businesses have posted job vacancy notices. Window job advertisement is still widely used by most small businesses. Reference books (e.g., Occupational Outlook Handbook) and the MOIS computer system can provide information on current and projected worker demands. However, information from these two sources is based on either national or state trends, not current local events, and is usually updated annually or at most quarterly. Last, people such as other job seekers, placement personnel, employers and employees, teachers and counselors, friends and family members may give you information on the availability on different job possibilities.

A third worksheet, "JOB SELECTION WORKSHEET 2.2 - JOB AVAILABILITY," is provided to assist you in completing this evaluation step. Examples of completed worksheets are shown on pages 23 to 26. This worksheet will help you objectively determine which of the non-eliminated jobs are available and not available. In completing this worksheet, you will quickly become acquainted with the unfortunate fact that the jobs which will best satisfy your important job needs, may not be currently available in your area. If you are extremely lucky and a terrific talker, you may be able to sell an employer the idea of creating the job for you. Otherwise, you will have to eliminate this job possibility for now unless it is possible for you to commute or relocate to a community with definite openings.

JOB POSSIBILITY: salesperson

Source	Information - Facts - Notes	Worker Demand	Worker Supply
1. Minnesota Employment Services	<u>They have many listings, but also many applicants.</u>	<u>High</u>	<u>High</u>
2. Local News Media	<u>Several sales opportunities in "Help Wanted" ads.</u>	<u>High</u>	<u>—</u>
3. Friends and Relatives	<u>They say there will be more seekers than openings.</u>	<u>Low</u>	<u>High</u>
4. School Counseling/ Placement Office and Other Staff	<u>Don't have a lot of openings, but few kids want these jobs.</u>	<u>Low</u>	<u>Low</u>
5. Occupational Outlook Handbook/Briefs and the MOIS Computer System	<u>Outlook says slight decline in worker demand.</u>	<u>Moderate</u>	<u>High</u>
6. Unions or Local Employers	<u>Boss says there will always be need for good salesperson.</u>	<u>High</u>	<u>—</u>
7. Civil or Government Service (Federal, State, County)	<u>No Info</u>		
8. Other: _____			
(specify)			

Conclusion:

It appears that there are:

- no openings at this time.
- fewer openings than persons seeking this job. (D<S)
- as many openings as persons seeking this job. (D=S)
- more openings than persons seeking this job. (D>S)

IF THERE ARE NO OPENINGS FOR THIS JOB AT THIS TIME, YOU SHOULD ELIMINATE THIS JOB POSSIBILITY AND START EVALUATING THE NEXT JOB POSSIBILITY.

Job Possibility: Customer Service Rep.

<u>Source</u>	<u>Information - Facts - Notes</u>	<u>Worker Demand</u>	<u>Worker Supply</u>
1. Minnesota Employment Services	<u>Has listings, but many others want the job.</u>	<u>Moderate</u>	<u>High</u>
2. Local News Media	<u>Saw several of these jobs in the "Help Wanted" ads.</u>	<u>Moderate</u>	<u>—</u>
3. Friends and Relatives	<u>No info</u>	<u>—</u>	<u>—</u>
4. School Counseling/ Placement Office and Other Staff.	<u>Has just a few listings, which others also want.</u>	<u>low</u>	<u>low</u>
5. Occupational Outlook Handbook/Briefs and the MOIS Computer System	<u>—</u>	<u>—</u>	<u>—</u>
6. Unions or Local Employers	<u>Saw on job vacancy posters at stores</u>	<u>Moderate</u>	<u>—</u>
7. Civil or Government Service (Federal, State, County)	<u>No info</u>	<u>—</u>	<u>—</u>
8. Other: _____	<u>—</u>	<u>—</u>	<u>—</u>
(specify)	<u>—</u>	<u>—</u>	<u>—</u>

Conclusion:

It appears that there are:

- no openings at this time.
- fewer openings than persons seeking this job. (D<S)
- as many openings as persons seeking this job. (D=S)
- more openings than persons seeking this job. (D>S)

IF THERE ARE NO OPENINGS FOR THIS JOB AT THIS TIME, YOU SHOULD ELIMINATE THIS JOB POSSIBILITY AND START EVALUATING THE NEXT JOB POSSIBILITY.

Job Possibility: Purchasing Agent

Source	Information - Facts - Notes	Worker Demand	Worker Supply
1. Minnesota Employment Services	<u>No info</u>		
2. Local News Media		<u>low</u>	<u>-</u>
3. Friends and Relatives	<u>My folks say that there are more than enough jobs for qualified persons.</u>	<u>High</u>	<u>Moderate</u>
4. School Counseling Placement Office and Other Staff	<u>No info</u>		
5. Occupational Outlook Handbook/Briefs and the MOIS Computer System	<u>✓</u>	<u>Moderate</u>	<u>Moderate</u>
6. Unions or Local Employers	<u>No info</u>		
7. Civil or Government Service (Federal, State, County)		<u>low</u>	<u>low</u>
8. Other: _____			
(specify)			

Conclusion:

It appears that there are:

- no openings at this time.
- fewer openings than persons seeking this job. (D<S)
- as many openings as persons seeking this job. (D=S)
- more openings than persons seeking this job. (D>S)

IF THERE ARE NO OPENINGS FOR THIS JOB AT THIS TIME, YOU SHOULD ELIMINATE THIS JOB POSSIBILITY AND START EVALUATING THE NEXT JOB POSSIBILITY.



Job Possibility: Mail Carrier

<u>Source</u>	<u>Information - Facts - Notes</u>	<u>Worker Demand</u>	<u>Worker Supply</u>
1. Minnesota Employment Services	<u>Said to go to the federal civil service office</u>	<u>-</u>	<u>-</u>
2. Local News Media	<u>No info</u>		
3. Friends and Relatives	<u>Carrier said to check out with federal civil service.</u>	<u>-</u>	<u>+</u>
4. School Counseling/ Placement Office and Other Staff	<u>No info</u>		
5. Occupational Outlook Handbook/Briefs and the MOIS Computer System	<u>Government jobs increasing slightly</u>	<u>Low</u>	<u>-</u>
6. Unions or Local Employers	<u>No info</u>		
7. Civil or Government Service (Federal, State, County)	<u>Only veterans can apply or take the test some seasonal jobs open</u>	<u>None</u>	<u>-</u>
8. Other:			

(specify)

Conclusion:

It appears that there are:

- no openings at this time.
- fewer openings than persons seeking this job. (D<S)
- as many openings as persons seeking this job. (D=S)
- more openings than persons seeking this job. (D>S)

IF THERE ARE NO OPENINGS FOR THIS JOB AT THIS TIME, YOU SHOULD ELIMINATE THIS JOB POSSIBILITY AND START EVALUATING THE NEXT JOB POSSIBILITY.



You would complete this worksheet for all non-eliminated job possibilities or until you can do this evaluation process entirely in your head. Again, you must decide on whether to complete this worksheet for all non-eliminated job possibilities first, or work through the entire evaluation process with one job possibility at a time.

Below are the steps and key points to use in completing "JOB SELECTION WORKSHEET 2.2 - JOB AVAILABILITY."

Steps

Key Points

1. List the job possibility.
 - 1a. Complete this worksheet in pencil so you can re-use it.
 - 1b. Start with remaining job possibility you most prefer.
2. Gather information from each source.
 - 2a. Check each of the listed information sources in their order on the worksheet. It will probably be more convenient for you to get availability information from a given source on a number of job possibilities at the same time. However, use separate worksheets for each job possibility.
3. List information received from each source.
 - 3a. If a source has no pertinent information, write "No Info" in the spaces provided for the source.
 - 3b. List all information that may be used in determining the worker demand and supply levels.
4. Estimate the levels of worker demand and supply for each information source.
 - 4a. Make an estimate of both the worker demand and supply levels.
 - 4b. Write the level (High, Moderate, Low) in the appropriate columns for each source.
 - 4c. If a source provided information on only one aspect of availability (e.g., only worker demand), estimate the level for that aspect. Don't leave both spaces completely blank.

Steps

5. Check the most appropriate conclusion statement about the availability of the job.

6. Decide what to do next.

Key Points

- 5a. Consider the information from all of the sources.
- 5b. Check the conclusion that best represents the job's availability. This can be done by averaging the levels of all sources. It can also be based primarily on the sources with the best or most complete information.

- 6a. If there are no current openings for this job possibility, you should eliminate this job possibility. You can erase everything above and use this worksheet for the next job possibility.
- 6b. If there are some openings for this job possibility (even if the worker demand exceeds the supply), you will need to further evaluate this job possibility. If you wish to re-use this sheet, record your conclusion on another sheet for later use.
- 6c. It may or may not be easier for you to complete this worksheet for all remaining job possibilities before evaluating this job possibility further. Generally, evaluating all jobs will save time.

The third factor in evaluating job possibilities is determining your qualifications for the remaining jobs, those which will satisfy at least a few of your important job needs and which are also currently available. In this evaluation step, you will first identify the minimum worker requirements (special skills, work experience, education, etc.) for each job possibility. You will then determine whether or not you can satisfy the minimum requirements of each. If you cannot meet any of the minimum requirements for a job possibility, it should be eliminated because your chances of obtaining this job at this time are practically zero, regardless of what you do or promise. The job possibilities that are not eliminated here will be the ones you will compare in the final selection process.

Identifying the minimum worker requirements for a job can be a tricky task since there is no one standard that all employers use in designing jobs. Different employers advertising the same positions or job-titles may have very different expectations on what the worker ought to be able to do or what has been done. Also, these employers may use slightly or even drastically different job-titles to describe jobs that have identical duties and worker requirements.

To eliminate some of this confusion, the United State Department of Labor has developed the Dictionary of Occupational Titles (D.O.T.). The D.O.T. is slowly emerging as the one standard that employers can use in designing and advertising their jobs. This monumental reference book (4 volumes) has comprehensive information on approximately 40,000 job-titles. The requirements listed for each job include: educational background, training time or work experience, aptitudes, interests/temperments, critical physical demands, and working conditions. As mentioned earlier, the GATB is keyed to the D.O.T. and will help you determine the jobs for which you are currently qualified. If you are unable to take the GATB, you can use the D.O.T. yourself in evaluating job possibilities. It is strongly recommended that you use the D.O.T. in this evaluation step. However, because it is a massive book which contains considerable information in condensed form, you may want to seek assistance in learning how to use this reference book. This book should be available at your school and any public library.

Other sources of information for determining the minimum requirements of job possibilities exist. Using more than one source is especially desirable in this step because minimum requirements can and do vary considerably between different companies or employers. The "Help Wanted" newspaper ads usually provide the minimum requirements for each job opening listed. This source can readily tell you what the "going" requirements are in your area. Remember, local worker supply and demand will affect the advertised requirements. Employers and employees working on the jobs you are evaluating can tell you what the duties and requirements are at their places of work. School counseling/placement staff, friends and relatives may be able to help you identify the minimum requirements. These people also may be able to help you in determining which minimum requirements you can meet or surpass.

Once you've established the minimum requirements of a job, you are ready to evaluate your own qualifications--your ability to meet the various requirements of the job. For some requirements, it is obvious whether or not you can satisfy them. You either do or do not have the required amount of education or work experience. For other requirements, such as special aptitudes, it will be more difficult to determine whether or not you are qualified.

There are tests, including the GATB, which will indicate what aptitudes or skills you currently possess. Your school counselor can arrange for you to take such tests and can help you evaluate the results. Your grades in relevant courses are also indicators of your qualifications. Your role and accomplishments in extracurricular activities or sports will provide hints. Evaluating your experiences (good and bad) in part-time or summer jobs can be helpful in determining your qualifications for each job

possibility. It is to your advantage that you be honest and objective in evaluating your qualifications. You have nothing to gain from overstating your qualifications except temporarily inflating your ego which will soon be deflated after employers or their representatives give you the "Don't call us, we'll call you." Get help from others in this critical process. Some people may be able to tell you about strengths and weaknesses that you didn't know you had. Accept opinions (critical and complimentary) with a level head.

In working through this evaluation step, we ask that you complete "JOB SELECTION WORKSHEET 2.3 - JOB QUALIFICATIONS" for all remaining job possibilities. You will see from the completed examples on pages 31 to 33 that on this worksheet you are asked to identify the minimum requirements and provide some evidence which you can give to employers about your ability to meet each requirement. This worksheet will be of great assistance in the actual job seeking process. So do your best and be honest in completing this worksheet.

Below are the steps and key points to use in completing JOB SELECTION WORKSHEET 2.3 - JOB QUALIFICATIONS.

<u>Steps</u>	<u>Key Points</u>
1. List the job possibility.	1a. Complete this worksheet in pencil so you can re-use it. 1b. Start with the remaining job possibility you most prefer.
2. Identify your sources of information.	2a. Determine the most reliable and useful sources on minimum requirements. 2b. List sources in descending order of usefulness in the space provided. The most used would be listed first.
3. List all of the minimum requirements for the job.	3a. Under each heading, list the specific requirements in that area. 3b. List remaining requirements that do not fall in the listed categories under "Other". For example, personal factors, transportation, etc. 3c. Be as specific as possible in listing a requirement. 3d. Star (*) essential requirements that must be satisfied in order to be considered for the job.

Job Possibility: Salesperson

Information Sources on Requirements: From own experience, D.O.T.

MINIMUM REQUIREMENTS	YOUR QUALIFICATIONS	
Special Skills/Abilities:	Can you satisfy this requirement?	What evidence can you present to an employer?
*1. <u>Sales Ability</u>	<u>Easily</u>	* <u>Top sales in job, finalist in J.A. contest</u>
2. <u>Communication Skills</u>	<u>Easily</u>	<u>School debate club, B in speech</u>
3. <u>Ability to learn</u>	<u>Easily</u>	<u>Principal's Honor Roll and will graduate in top 1/2.</u>
Work Experience: <u>Experience preferred, but will train.</u>	<u>Easily</u>	<u>Past work experience and was J.A. Vice President of Sales</u>
Education: <u>H.S. diploma strongly preferred.</u>	<u>Easily</u>	<u>Will graduate by then with B average.</u>
Other: 1. <u>Good appearance</u> * 2. <u>Deal with people</u>	<u>Easily</u> <u>Easily</u>	<u>I like to look good</u> <u>I didn't have any problems with people.</u>

Conclusion:

I can satisfy:

- none of the minimum requirements of the job.
- some of the minimum requirements of the job. (Q<R)
- all of the minimum requirements, most just barely. (Q=R)
- all of the minimum requirements, most very easily. (Q>R)

IF YOU CANNOT MEET ANY OF THE MINIMUM REQUIREMENTS, YOU SHOULD ELIMINATE THIS JOB POSSIBILITY AND START EVALUATING THE NEXT JOB POSSIBILITY.



Job Possibility: Customer Service Rep.

Information Sources on Requirements: D.O.T., "Help Wanted" Ads

MINIMUM REQUIREMENTS	YOUR QUALIFICATIONS	
Special Skills/Abilities:	Can you satisfy this requirement?	What evidence can you present to an employer?
1. <u>Communication Skills</u>	<u>Easily</u>	<u>B in Speech, school debate club, work experience.</u>
2. <u>Clerical Skills</u>	<u>Barely</u>	<u>I have registered sales, helped in the inventory.</u>
3. <u>Numerical Ability</u>	<u>Barely</u>	<u>C+, in math courses.</u>
Work Experience:		
* <u>Some experience preferred</u>	<u>Barely</u>	<u>My sales clerk work should apply to this job.</u>
Education:		
<u>H.S. diploma strongly preferred</u>	<u>Easily</u>	<u>I will have graduated by that time with B average.</u>
Other:		
1. _____	_____	_____
2. _____	_____	_____

Conclusion:

I can satisfy:

- none of the minimum requirements of the job. (Q<R)
- some of the minimum requirements of the job. (Q=R)
- all of the minimum requirements, most just barely. (Q=R)
- all of the minimum requirements, most very easily. (Q>R)

IF YOU CANNOT MEET ANY OF THE MINIMUM REQUIREMENTS, YOU SHOULD ELIMINATE THIS JOB POSSIBILITY AND START EVALUATING THE NEXT JOB POSSIBILITY.

Job Possibility: Purchasing Agent

Information Sources on Requirements: D.O.T., Worker interview

MINIMUM REQUIREMENTS

YOUR QUALIFICATIONS

Special Skills/Abilities:

Can you satisfy this requirement?

What evidence can you present to an employer?

* 1. Extensive Business Knowledge

No

Know some of the basics from J.A.

2. Numerical Ability

Barely

I received C+ in my math courses, hope to get B in business math

3. Communication Skills

Easily

School debate club, V.P. of Sales, Can sell easily.

* Work Experience:

From 6 months to 4 years.

No

Just 3 months of sales clerking

Education:

College Degree, Strongly Preferred.

No

Will graduate from H.S., May, in top half, maybe will attend night school.

Other:

1. Initiative and Drive

Easily

The fact that I have prepared a personal data sheet

Conclusion:

I can satisfy:

- none of the minimum requirements of the job.
- some of the minimum requirements of the job. (Q<R).
- all of the minimum requirements, most just barely. (Q=R)
- all of the minimum requirements, most very easily. (Q>R)

IF YOU CANNOT MEET ANY OF THE MINIMUM REQUIREMENTS, YOU SHOULD ELIMINATE THIS JOB POSSIBILITY AND START EVALUATING THE NEXT JOB POSSIBILITY.

Steps

3. (Continued)

4. Determine your own
for the job.

5. List evidence
qualification

Key Points

3e. List any and all requirements, even those not required by all employers.

3f. If your information on a certain requirement is conflicting, list the most demanding requirement if the worker demand is less than the worker supply. Write in the easiest requirement if the worker demand exceeds the worker supply.

4a. For each minimum requirement, write your evaluation of whether or not you can satisfy it. Possible responses would be no, barely, and easily.

4b. Your evaluation should be based on objective assessment, not wishful thinking.

4c. Don't sell yourself short. Consider all experiences: work, school, sports, and social clubs, church, family and community/neighborhood.

4d. Seek help or confirmation from others.

5a. For each minimum requirement you can satisfy, list evidence of your qualifications.

5b. Put yourself in the place of an employer. What evidence would you want?

Evidence may be either past accomplishments or future potential. It must be supported by facts, not personal opinions.

If you can't provide clear, unrefutable evidence for an alleged qualification, you probably can't satisfy that requirement. Your response should be changed to "No."

Steps

6. Check the most appropriate conclusion statement.

Key Points

- 6a. Select the statement that comes the closest to matching how well you satisfy the minimum requirements.
- 6b. Base your decision on your responses above.
- 6c. If you cannot meet the essential (*) requirements of the job, check (✓) the statement indicating you meet none of the minimum requirements.
- 6d. If you checked that you meet none of the minimum requirements, eliminate this job possibility. You can erase everything above and use this worksheet for evaluating the next job possibility.
- 6e. If you are at least minimally qualified for this job possibility, save this sheet and evaluate your qualifications for the remaining job possibilities on additional worksheets.

The third and final stage of the job selection process is where you compare the best job possibilities and select the job which best satisfies your important job needs and which you have the best chance of securing.

The job possibilities you will consider here are screened and tested. All unrealistic or unsatisfying job possibilities have been eliminated. Choosing the best of these job possibilities should be fairly simple since your information on each job possibility is already collected and evaluated. You will simply put the pieces of information together and decide which job picture you most prefer. Your preference could be based on (1) strictly your chances of securing each job, (2) strictly the maximum need satisfaction by each job, or (3) a combination of the two. Though this step requires less work than the second step, it does require critical judgment and good decision making on your part. If this step is done haphazardly, all of your previous hard work is wasted. Also the chances of your job search being successful may be considerably lowered if your job selection is unrealistic. A bad job selection will result in a bad job and you can really get a bad job without going through all of this work.

To aid you in this final and probably most important step in the job selection process, a final worksheet is provided. "JOB SELECTION WORKSHEET 3 - CHOOSING THE BEST POSSIBLE JOB." From observing the completed example on page 38, you will note that all three evaluation factors (needs satisfactions, availability and qualifications) are considered equally important--all have the same sets of scores under their worksheet conclusion symbols. By considering all factors equally important in your selection process, you will, in effect, be giving slightly more emphasis to your chances of securing a particular job than to maximum need satisfaction. This is because job availability interacts with your job qualifications to determine your chances of securing a job. To illustrate this interaction, Figure 1 is given on the following page. Each cell represents job offer chances based on different possible combinations of job availability and one's job qualifications. You can interpret the results in two ways: (1) your chances of receiving a job offer (one job offer) and your chances of receiving a job offer within the first week (start of the job).

To complete the JOB SELECTION WORKSHEET 3 - CHOOSING THE BEST POSSIBLE JOB, follow the following key points listed below.

- | <u>Page</u> | <u>Key Points</u> |
|-------------|---|
| 1 | <p>1. List all remaining job possibilities.</p> <p>1a. List only those job possibilities that have passed through all three evaluation factors.</p> <p>1b. You must have at least two remaining job possibilities. If not, you should identify additional job possibilities to evaluate. EXCEPTION: If you have only one remaining job possibility and it is the job you knew you wanted from the start, you could use this worksheet to verify this job choice.</p> <p>If you have more than 11 remaining job possibilities, draw in additional lines or use another worksheet.</p> <p>For each of the remaining job possibilities, you should have job selection worksheets: 2-1, 2-2, 2-3 or the equivalent information.</p> <p>Use the appropriate worksheet to record the pertinent information on each worksheet and then state your best choice.</p> |

Figure 1. Job Offer Chances Based on Job Availability and Job Qualifications.

Job Qualifications	Less Openings ($E < S$)	As Many Openings as Job Seekers ($E = S$)	More Openings than Job Seekers ($E > S$)
You Can Satisfy Some Minimum Requirements ($Q < R$)	Slight Chance	Slight Chance	Fair Chance
You Can Barely Satisfy All Mini- mum Requirements ($Q = R$)	Slight Chance	Fair Chance	Good Chance
You Can Fully Satisfy All Mini- mum Requirements ($Q > R$)	Slight Chance	Fair Chance	Excellent Chance

JOB SELECTION WORKSHEET 3 - CHOOSING THE BEST POSSIBLE JOB

Worksheet Conclusion
(Factor Score)

Remaining Job Possibilities:

1. Salesperson

Customer

3. Bank Clerk

4. Cashier

5.

Factor 1 Job Needs Satisfaction		
Few (-2)	Some (0)	Most (+1)
		+1
	0	
	0	
2		

Factor 2 Job Availability		
D<S (-2)	D=S (0)	D>S (+1)
	0	
	0	
		+1

Factor 3 Job Qualifications		
Q<R (-2)	Q=R (0)	Q>R (+1)
		+1
	0	
-2		
	0	

Total
Score

+2

= 1

=

Conclusion:

The job possibility with the highest total score is:

Salesperson

The job possibility I have decided to seek is:

Salesperson

IF THE JOB YOU CHOOSE IS NOT THE ONE WITH THE HIGHEST TOTAL SCORE, YOU ARE PROBABLY WEIGHING FACTORS DIFFERENTLY. MAYBE YOU ARE ESPECIALLY SURE OR UNSURE ABOUT ONE OR TWO FACTORS. WHILE IT IS NOT CRITICAL THAT YOUR JOB SELECTION BE THE ONE WITH THE HIGHEST TOTAL SCORE, IT IS CRITICAL THAT YOU CAN CLEARLY JUSTIFY THE DIFFERENT SELECTION TO YOURSELF.

Steps

3. Translate your worksheet conclusion statements into factor scores.

Key Points

- 3a. Do each job possibility separately.
- 3b. For each factor, write in the appropriate factor score (-2, 0, +1) underneath the worksheet conclusion you had checked. For example, if a job possibility satisfied most of your important job needs, you would write "+1" in the space below Factor 1 for that job. Once you have recorded a score on all factors for a job possibility, proceed to the next one and repeat this process.

Simply add the three factor scores (side-by-side) for each job possibility and place the total in the "Total Score" spaces provided.

Look over the examples below on how to add positive and negative numbers:

Ex. 1. $2 + (-2) = 0$

Ex. 2. $2 + (+1) = 3$

Ex. 3. $+1 + (-2) = -1$

A total score could never be lower than "-3" or higher than "+3".

Example: Add the scores and check for any math errors.

Highest total score would be the most positive total score.

It should be the one with the highest total score. It is not you are probably not considering factors as equally important. Be sure you can clearly justify the difference to yourself and are prepared for any future questions.

Steps

6. (Continued)

1. If you are
search activities
of personal dat

Key Points

6b. If two job possibilities are tied for the highest total score, you can either try to select one over the other or seek both jobs.

6c. If you have only one job possibility, you can use the following decision rule to verify your job choice. If the total score is zero or greater, the job choice is probably a reasonable one. If the total score is negative, you should probably consider other job possibilities. You will probably either not be satisfied with this job or not be able to secure this job.

you are now ready to start your
to search activities will be

MODULE 2

PREPARING AND USING A PERSONAL DATA SHEET

... for the job you have selected?
It is. Let's start with your best opening move, preparing your personal data sheet or resume. It is formally called, This job seeking skill should not be ignored especially by young persons. A personal data sheet can save you much frustration and embarrassment. This reading module will explain what a personal data sheet is, its advantages, how to prepare your personal data sheet, using your personal data sheet, and writing cover letters for your personal data sheet.

What Is A Personal Data Sheet And Why Should I Prepare One?

A personal data sheet or resume is simply a one or two page description of you and your qualifications. Your personal data sheet should be prepared specifically for the job or jobs you are seeking. If you are seeking two entirely different jobs you will need to prepare separate personal data sheets for each. The problem of preparing an "all purpose" personal data sheet, rather than a "job specific" personal data sheet, is that some facts you list as qualifications for certain jobs may actually be disqualifications for other jobs.

An example of a personal data sheet is shown on the next page. This example illustrates how the personal data sheet of our character, Jody Johnson, might look. This character tested a number of job possibilities in the previous module and concluded that a sales job was indeed the best job to start his/her career. Many of the qualifications listed on this personal data sheet come directly from the first example of the "JOB SELECTION WORKSHEET 2.3 - JOB QUALIFICATIONS" on page 31.

As mentioned earlier, preparing a personal data sheet is a fantastic investment. It offers at least four advantages to job seekers. The first advantage of a personal data sheet is the help it can give you in starting up your job search. You can give copies of your personal data sheet to relatives, friends, school staff, and other persons who might be able to help you locate available job opportunities. These people can better help if they know exactly what job you want and what your qualifications are. They may be willing to give copies of your personal data sheet to their friends or relatives who are in a better position to help you. Before doing any leg work, you may want to mail your personal data sheet to employers who are likely to have the job you are seeking. This will cut down your time identifying unlisted job openings and may help you avoid wasting time completing application procedures with employers who either don't have any job openings or are just not interested in your qualifications.

A second advantage of a personal data sheet is the amount of time it will provide you when applying for jobs. By having your personal data sheet with you when filling out employment application forms, you can be sure the information you list is accurate and complete. Many job applications are eliminated immediately because their application forms were incomplete or too sloppy because of corrections. A personal data sheet should also increase your chances of a successful employment interview. Preparing a personal data sheet will help you organize your thoughts ahead of time. It will provide you with good answers to many of the questions asked by interviewers. Your personal data sheet will contain much of the content for your job interview.

JO DELANO JOHNSON

POSITION DESIRED:

Salesperson

PERSONAL INFORMATION:

Date of Birth:

May 25, 1959

Residence:

1832 Finley Avenue
Micropolis, Minnesota 55999

Telephone:

612-941-7777

Social Security Number:

781-12-146

JOB-RELATED SKILLS:

Sales Ability:

Top sales (summer employees) in past position
Regional finalist in Junior Achievement
"Salesperson of the Year" competition
A average in distributive education courses

Communication Skills:

Member of Central High Debate Club
B in Speech I

Activities:

Principal's Honor Roll
Will graduate in top half of class

WORK EXPERIENCE:

5/76 to 8/76

Position:

Summer Employee

Employer:

1832 Finley's Department Store
1832 Finley Avenue
Micropolis, Minnesota 55999

Date:

Regional Sales Assistant
Responsible for clothing, home furnish, landscape supplies, and stationary products

Responsible for sales performance, top sales
for summer employees

JO DELANO JOHNSON

EDUCATION:

High School: Central High School,
500 - 1st Street N
Micropolis, Minnesota 55989

Graduation Date: May 31, 1977

Special Courses: Distributive Education I and II, Business
Math I and II, Speech I

ACTIVITIES

Organizations

Sports

Interests

REFERENCES

JOHN DELANO JOHNSON
District Sales Manager
General Sales Department
200 East 1st Street
P.O. Box 1100
Pall, MN 55998
Telephone: 612-903-1100
Relationship: Supervisor

JOHN DELANO JOHNSON
District Sales Manager
2N Corporation
P.O. Box 79
St. Paul, MN 55101
Telephone: 612-881-1188
Relationship: Supervisor

JOHN DELANO JOHNSON
Central High School
500 - 1st Street N
Micropolis, MN 55989
Telephone: 612-903-1100
Relationship: Supervisor

A third advantage of a personal data sheet is that it will allow you to apply for jobs not otherwise available. There are certain jobs that typically request (which really means, REQUIRE) applicants to submit their personal data sheet as a condition of consideration. Most professional, sales and management positions are in this category. There are even some high level clerical and secretarial jobs that request a personal data sheet be submitted. If very few job openings exist in your immediate area, you may want to apply for the desired job in other locations. Mailing your personal data sheet with a cover letter is the route to go if this distance is far. Mailing is

file 1:
A well prepared
of the perso
prepare a perso
about obtaining
opportunities will
employers will
those who do not
applicants. Psychologists
(good and bad) are long lasting and can be broken by over-
whelming contrary information. Thus, a well organized personal da
sheet will give you a terrific advantage. It will set you apart from
other job seekers equally qualified and may make the difference in
obtaining a job for which you are only minimally qualified.

How do I use my personal data sheet?

The primary purpose of a personal data sheet is to advertise and sell your qualifications to employers in order to be considered for the available job openings or vacancies. Your personal data sheet can best do this by presenting a picture of you which is as positive as truth permits. It must be as brief as possible, and should not contain any unnecessary or negative information. If your personal data sheet is effective, it will provide you job interviews where you will try to obtain job offers.

It is important to be truthful in your personal data sheet. Do not include information that is not relevant to the job or that you do not want this information to be made available to anyone. Do not include information that is either false or misleading. This information should not be listed in your personal data sheet. If the information is not related to the job, risk nothing by including it. Be sure to list any possible related information that is not requested or requested in job application forms.

What about negative information such as poor grades, problems with the police, medical conditions, or getting fired or laid off? Our advice is do not list such information on your personal data sheet even though it may be requested on an application form and discussed in the interview. Your personal data sheet is an advertisement of your qualifications, not your disqualifications. You can be honest without providing a complete list of your faults and failures. This recommendation is especially important because some employers do use the personal data sheets to screen out job applicants. Generally, employers don't expect their employees to be perfect. However, they usually do expect job applicants to look nearly perfect. Therefore, try to anticipate and meet these

Before preparing your personal data sheet, you should read the brief description of the format on page 5. In view of the description, you should be able to understand the format. It is included in Johnson's personal data sheet. Remember, your personal data sheet should include only unrelated positive or negative information.

Let's start examining your personal data sheet to prepare your personal data sheet. Your primary tool for preparing your personal data sheet, besides your own head, is the "JOB SELECTION WORKSHEET 2.3 - JOB QUALIFICATIONS" you completed on this job. It contains nearly all the information you need in preparing your personal data sheet. You may have additional information you were unable to list in the limited space on the worksheet.

There are many different formats you can use in preparing your personal data sheet. The format presented here is used because it is straightforward, easy to understand and intentionally not fancy. You could use a different format for your personal data sheet if you wish. Some people want their personal data sheets to look original and creative, while others prefer a conventional business format.

Regardless of the format you decide to use, there are eight basic pieces of information that should be considered for inclusion when preparing your personal data sheet: HEADING, POSITION DESIRED, PERSONAL INFORMATION, JOB-RELATED SKILLS, WORK EXPERIENCE, EDUCATION, ACTIVITIES AND INTERESTS, REFERENCES. These eight basic pieces of information are treated as separate personal data sheet sections in the format presented here. However, some of this information could be collapsed into fewer sections or even omitted if appropriate in your case. Explanations and suggestions for completing each section follow.

1. HEADING - This section should contain your name, address, phone number, and your present position. Make sure the information is correct and up-to-date. The heading is the first thing the employer will see, so it should be your best. The heading should be typed and should be at the top of the page. The heading should be centered and should be in a larger font than the rest of the page. The heading should be in a separate section at the top of the page.

Persons having a one-page personal data sheet may simply list the job desired as the heading and list their name in the PERSONAL INFORMATION section--this format would eliminate the next section, POSITION DESIRED, and save space.

JO DELANO JOHNSON

2. POSITION DESIRED: This is simply listing the job for which you are applying. If you want to be considered for a group of related jobs rather than one specific job, you could list the broad occupational heading which covers the jobs you are seeking. This second strategy should be used if the exact title for your desired job changes from employer to employer.

POSITION DESIRED: Salesperson
or
POSITION DESIRED IN: Sales and Distribution

3. PERSONAL INFORMATION. This section can contain as much personal information as you wish to provide. In this example, the only information listed is the person's birthdate, address, telephone number and social security number. Providing additional information can be risky. It may help or hurt your chances depending on how individual employers interpret and use this information--screening in or screening out applicants. If you think it will increase your chances, you could list information such as your ethnic background, religion, marital status and dependents, health, height, and weight. BE CAUTIOUS IN PROVIDING ANY NON-ESSENTIAL INFORMATION.

PERSONAL INFORMATION:
Date of Birth: May 25, 1959
Residence: 1832 Finley Avenue
Micropolis, Minnesota 55999
Telephone: 612-901-7777
Social Security Number: 782-12-3346

4. JOB-RELATED SKILLS. Here you will provide information concerning any of your skills, abilities or aptitudes that relate to your ability to perform on the job. List only those job-related skills that can be backed up with concrete evidence such as grades, awards, promotions, and test scores. Aptitudes are skills that a person has not yet used or demonstrated, but is supposed to have or can learn very easily. Your aptitudes or potential may be one of your biggest selling points, but they are hard to prove. If you cannot provide evidence or indicators of your job-related skills, then perhaps you should omit this section. However, this section is usually the section that most impresses employers. Use your "JOB QUALIFICATIONS" worksheet in writing this section.

JOB-RELATED SKILLS:

Sales Ability:	Top sales (part-time) in current position Regional finalist in Junior Achievement "Salesperson of the Year" competition A average in distributive education courses
Communication Skills:	Member of Central High Debate Club B in Speech I.
Ability to Learn:	Printipal's Honor Roll Will graduate in top half of class

5. WORK EXPERIENCE. In this section, you should list your related past work experiences. Don't limit yourself to paid jobs. Work experiences also include any significant positions in school organizations or clubs, volunteer or church experiences, and job training programs. Work experience is normally the most critical section in a personal data sheet, but most employers won't expect recent high school leavers to have considerable work experience. If you don't have any related past work experiences, you could omit this section. However, it might be better to list other significant work experiences where you did well. Doing this will show you've had some previous work experience where you have developed skills and good work habits which will perhaps apply also to this job.

In listing work experiences, start with your most recent or present work experience and work back to your first significant or related work experience. For each work experience, you should provide the dates of employment, title of the position held, employer's or company's name and address, duties of the job, and any significant

achievements. Be specific and brief in listing this information. Again, your "JOB QUALIFICATIONS" worksheet will provide assistance in writing this section.

WORK EXPERIENCE:

5/76 to 8/76

Position: Sales Clerk (full-time)
Employer: J. C. Perkins Department Store
100 Deadwood Mall
St. Paul, Minnesota 55998
Supervisor: Raymond Cardin, Assistant Store Manager
Duties: Retail sales of clothing, home furnishings, landscape supplies, and stationery products
Achievements: Letter of Commendation from store manager for outstanding work performance, top sales of summer employees

9/75 to 5/76

Position: Vice-President of Sales
Employer: Write-On Company (a Junior Achievement Company)
Supervisor: Gloria Wittam, Company Sponsor
Duties: Door-to-door sales of company made products, training of sales personnel
Achievements: Organized one day Sales Exposition which produced over \$500 in sales

6. EDUCATION. If you have very little work experience, you may be able to substitute education for work experience--if you did well in school AND if the job requirements emphasize educational or scholastic abilities. If you did not do well in school or if the job only requires the very basic educational qualifications. (completion of primary school) you would give only the basic educational information: name and address of highest level of school completed, graduation date (or expected date), and a list of related courses (if any).. If you can substitute education for work experience, you would expand this section. In this case, you could provide additional information such as your overall average, grades in job related courses, and any scholastic achievements or awards. This

example is prepared for the situation where scholastic abilities are somewhat important, the person's work experience and educational qualifications are fairly good.

EDUCATION:

High School: Central High School
500 - 1st Street No.
Micropolis, Minnesota 55989

Graduation Date: May 31, 1977

Special Courses: Distributive Education I and II, Business,
Math I and II, Speech I

Achievements: Principal's Honor Roll, elected Treasurer
of D.E.C.A., perfect attendance record

Overall Average: B

7. ACTIVITIES AND INTERESTS. Some persons don't treat this kind of information as a separate section but place it in other sections, usually the PERSONAL INFORMATION and EDUCATION sections. While often appropriate, this approach may encourage you to put in other non-essential information which might hurt your chances of getting a job interview or offer.

Employers are usually very interested in the hobbies, activities, interests or organizations of a potential employee because these may affect your performance on the job or suggest work activities you will enjoy. It is almost always to your benefit to list any sports or organizations, especially those where you held offices or special positions. These activities can suggest leadership potential, physical fitness, and your ability to get along and work with others. Be careful in listing your interests—they may help but also may hurt your chances. If you must work with people, avoid listing too many "loner" activities.

ACTIVITIES AND INTERESTS:

Organizations: Junior Achievement, D.E.C.A., Central
High Debate Club

Sports: Tennis, basketball, skiing

Interests: Play piano and sing, camping, C.B. radio

8. REFERENCES. In this section, you will identify persons who will verify your qualifications and good character to employers. Before listing persons as references, be sure to ask their permission to list their names. Also be sure you can give their correct titles, work address and telephone number. These persons may even be willing to write a "letter of reference/recommendation" which can be attached to your personal data sheet. In listing the information on each reference, be sure to identify the person's relationship to you. This tells the employer how well this person knows you and what credence to give this reference. If your personal data sheet can be completed on one page by not listing references, you may want to eliminate listing references. Instead, you would write, "References available upon request."

REFERENCES:

Mr. Raymond Cardin
Assistant Store Manager
J. C. Perkins Department Store
100 Deadwood Mall
St. Paul, MN 55998
Telephone: 612-903-1100
Relationship: Supervisor

Ms. Gloria Wittam
District Sales Manager
2N Corporation
P.O. Box 79
St. Paul, MN 55995
Telephone: 612-881-3569
Relationship: J. A. Sponsor

Mr. Charles Tibble
Distributive Education Coordinator
Central High School
500 - 1st Street N
Micropolis, MN 55989
Telephone: 612-310-7751
Relationship: Instructor

Now that you have received a point-by-point description and explanation of the information to be included in a personal data sheet, you are ready to complete your personal data sheet. On the next page is a list of steps and key points to use in preparing your personal data sheet.

Steps

1. Complete "JOB SELECTION WORK-SHEET 2.3 - JOB QUALIFICATIONS" and other preparations.

2. Make a draft copy.

3. Get some persons to critique your draft copy.

Key Points

- 1a. If you selected your job through the methods recommended in the MODULE 1, you have already completed this worksheet and are at least minimally qualified for this job. Review your worksheet and add any new evidence of qualifications.
- 1b. If you have not completed the selection activities in MODULE 1, do so now.
- 1c. Review the purposes of a personal data sheet.
- 1d. Decide on a format or style.
- 1e. Review the given example, and the guidelines provided in this module.
- 2a. For each section, start writing information from the above worksheet.
- 2b. Be precise and brief. No unnecessary words.
- 2c. Use action or descriptive words.
- 2d. Spelling must be perfect. Use a dictionary.
- 2e. Be consistent in your format: margins, spacing, indentation, capitalizations, numbering.
- 2f. This is your first draft. Don't expect it to be your final copy.
- 3a. Before showing your draft copy to others, double check it yourself and make any changes necessary.
- 3b. Seek out persons who know you well (and can be honest with you), know something about the job desired, and know how to prepare a good resume or personal data sheet.

Steps

3. (Continued)

4. Modify draft copy.

5. Type the final copy.

Key Points

3c. Give readers a xerox copy of your draft, so they can note suggested changes or corrections directly on the copy.

3d. Ask readers to look for unclear or unnecessary information, unconvincing qualification evidence or indicator, spelling errors, inconsistencies, poor organization and ways to shorten it.

3e. Tell readers to be honest and critical. They should feel free to write on the draft copy.

3f. Set up a time to meet and discuss their reactions, comments and suggestions.

3g. Don't forget to thank the readers--regardless of their comments.

4a. Objectively evaluate the remarks and suggestions of the readers.

4b. Make the necessary structural, informational and grammatical changes. Do not let your "ego" or pride prevent you from making needed revisions.

5a. Your finished personal data sheet must be typed. If you do not type, ask someone to type it for you--EVEN IF IT COSTS MONEY.

5b. Be sure the typewriter used is clean and is in good condition. A new ribbon is best.

5c. Use only high quality bond paper. White for the professional look, colored for the creative look.

Steps

6. Proofread the final copy and re-type, if necessary.

7. Make copies of your finished personal data sheet.

Key Points

- 6a. Get original readers to proofread the final typed copy. Don't rely only on the typist and yourself.
- 6b. One or two minor mistakes (misspelled words) can be corrected, if done neatly.
- 6c. If there are other changes or mistakes (elimination of certain items, change in structure, many "typo's") the final copy should be re-typed. If you're paying for the typing, agree on the needed quality before the typing starts.
- 6d. Remember, a poorly prepared personal data sheet is worse than none! It will create a bad first impression.
- 7a. In making copies, you can use a printing or off-set process or even a quality photo-copy process.
- 7b. Check in your local "Yellow Pages" under the headings of "Copying and Duplicating Services," "Photo-Copying" and "Printing," for the local locations of the services closest to you.
- 7c. Check the prices for the different processes. Try to get the best quality for the best price. The more copies, the cheaper the rate.
- 7d. Examine the first copies for blurs, smears, black marks, etc. Change processes if the quality is poor.
- 7e. Be sure to make enough copies. A second run is usually much more expensive than one run with extra copies. Make at least 20 copies. If you plan to use a mailing campaign, this minimum will need to be increased.

How Do I Use My Personal Data Sheet?

Once you have prepared your personal data sheet and have made copies of it, your next task is to get your personal data sheet into the hands of employers and other persons who can help you locate job opportunities. You can distribute your personal data sheet by personal delivery, or mailing. Both approaches will be briefly explained. Primary focus will be given to the mailing approach because it is potentially a very useful approach. Also, this method is not well understood or even used by many job seekers.

The first approach, personally delivering your personal data sheet, is probably the most frequently used method of distributing personal data sheets. This method is definitely the one to use in contacting those persons you feel may be able to help you locate job opportunities. Personally giving these persons your personal data sheet allows you and these persons an opportunity to discuss your situation and exchange information. These people may want you to elaborate on your qualifications, limitations, important needs, and what you expect from them. This approach will provide you with more detailed information on job opportunities than other approaches, however, it also requires more time on your part than needed for other approaches.

Many people present their personal data sheets to employers during the actual application process.- This will impress the employers and, if you're lucky, your personal data sheet can even be substituted for the application form. This method of distributing a personal data sheet to employers works, but what about the employers you don't get around to contacting? Since you obviously can't knock on every employer's door, will you just write off these employers and their possible job opportunities? Hopefully not, if you really want the best possible job.

The solution to the dilemma above is using the second approach, mailing. Mailing a personal data sheet with a cover-letter to explain why you are sending it is clearly an ideal method of contacting employers about job opportunities. In the long run, a mailing campaign can save both you and employers time, effort and expense. Many people feel a mail campaign is strictly for executives and professionals. Why do you think these people use this approach? Because it works! Mailing does require some additional work and planning on your part, but it is well worth the effort. This extra work can actually save you money (less gas or bus fare spent on visiting the wrong employers) and can give you much more freedom and flexibility in your job search.

In mailing your personal data sheet to employers, there are some critical points you should keep in mind. The first point to consider is the scheduling or timing of your mailing campaign. Your personal data sheet should be mailed out at least one month before you need to start working. If you don't give yourself this month, you may not have time to follow up on all of your mailings. This lead time is especially important if you indicated in your cover letters that you would wait for employers to contact you. The big advantage of mailing is the flexibility it will give you in searching for a job. By mailing out your personal data sheet

before you actually start searching, you can check out various sources of job opportunities while you are waiting for employer responses or before you start following up on your mailing.

Another key point in mailing is developing a sufficiently large list of employers to whom you will mail your personal data sheets. Your listing does not have to include every employer in town, but should include more than the two or three employers you may already know. Remember, the fewer employers you originally contact, the fewer job interviews or offers you can possibly receive. Since there is no guarantee that any of the contacted employers will have any job openings at the time you contact them, we recommend that you mail your personal data sheet to at least ten employers. If unusual circumstances exist in your case (your job qualifications are limited, many people are looking for the same job), you will want to mail out personal data sheets to more than ten employers, perhaps twenty-five employers.

Mailing to at least ten employers will help insure your chances of receiving more than one job interview or offer. Not all employers responding to your personal data sheet will ask that you visit them. Some will politely respond that there are no current openings and that you will be contacted should any openings occur. You could assume that employers not responding are not interested; however, a quick follow-up phone call may prove this assumption wrong. They may simply have filed your personal data sheet.

A final point to consider in mailing (or any type of employer contact) is identifying the best person in each company to receive your personal data sheet. Too often people send their personal data sheets to no one in particular, but rather just put "ATTN: Personnel" on the envelope and address the cover letter as "To Whom It May Concern". You can't expect the same special consideration from a personnel worker that you might be able to get from a person who is responsible for the job you are seeking and who doesn't normally receive "letters of application" from job seekers. Supervisors, managers and even top executives may be very impressed by your initiative and even flattered that you chose to contact them. So, we recommend that you try to find out who the best contact person is for each of your listed companies or employers.

There are many ways of identifying who your best employer contacts will be. The people helping you locate job opportunities will probably be able to suggest appropriate contact persons, and may even be willing to arrange for you to meet with these persons to discuss employment possibilities. In this case you must decide whether to first mail a personal data sheet or just bring one to the meeting.

Another way to identify these contact persons is to telephone the company and ask for the name of the person who is in charge of the job area you want. The receptionist or telephone operator may try to transfer you to the personnel department. If you are transferred to personnel, re-state your question. Be prepared to be told that you should apply strictly with their department. Be polite, but firm. Maybe you can send

your personal data sheet to both the personnel department and the person in charge of your job area. However, if the personnel department is not cooperative, just mail your personal data sheet to them. They may not give you special consideration, but they will consider you and do so fairly.

A final method for identifying employer contacts is using business directories/listings at your public library. These directories will be especially helpful if you are interested in the larger companies or if you want to send your personal data sheet to the top executives. Some people think sending one's personal data sheet to the company president is the only way to go. These directories usually list the top company officers, their titles, branch office locations and telephone numbers, and a brief description of the company's products or services. You could consult with the librarian in selecting the most useful directories for your purposes.

How Do I Prepare A Cover Letter For My Personal Data Sheet?

When mailing out your personal data sheet to employers, you cannot send it out without some explanation. What would you do if you received someone's personal data sheet without any explanations? So would an employer. Cover letters must tell the readers who you are and why they are receiving your personal data sheet.

Two examples of cover letters are provided on the next two pages. The first cover letter (block style) uses a very assertive approach, while the second example (indented style) uses a modest approach. Presently, the block style is most frequently used in business. Some employers are not impressed with the assertive approach. However, this approach is still appropriate for many employers and certain kinds of jobs.

A cover letter is a brief business letter which has three primary goals. It must get the reader's attention and develop interest in you. It must introduce your personal data sheet. Finally, it requests a job interview. These three goals are usually written in three separate paragraphs, each consisting of no more than three or four sentences.

Your cover letter must create interest. The first two sentences should make the reader want to read further. Frequently, these sentences are used to present one's qualifications and state the job desired. These sentences should point out your potential value to the company without appearing conceited and should also contain the company's name. Two examples of possible first paragraphs are:

"Controlling shoplifting is a vital concern in all retailers including Watts. Use my unusual experiences and talents to decrease your losses and increase your profits."

or

"Efficient, career-minded secretaries are increasingly hard to find. I enjoy secretarial work and my recent completion of the "Model Office" program at St. Paul High School qualifies me for the available secretarial position at Huberts."

Example 1. (Block Style/Assertive Approach)

1832 Finley Avenue
Micropolis, Minnesota 55999
April 1, 1977

Ms. Jan Buck
Sales Manager
Davis and Frazier
440 Crystal Avenue
St. Paul, Minnesota 55105

Dear Ms. Buck:

Would you like to increase sales volume and profits? Put my sales experience and abilities to work for Davis and Frazier by taking on a young, ambitious person ready and able to sell your products.

The enclosed personal data sheet presents my qualifications in detail.

I will call within the week to schedule an interview appointment.

Yours truly,

Jo D. Johnson

Enclosure

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Example 2 (Indented Style/Modest Approach)

1832 Finley Avenue
Micropolis, Minnesota 55999
April 1, 1977

Mr. Robert Powers
Sales Manager
Reynolds and Company
7831 Fifth Avenue N.E.
Minneapolis, Minnesota 55430

Dear Mr. Powers:

Presently, I am looking for a career in sales and Reynolds and Company was recommended to me as a growing company with many opportunities for persons willing to work.

As shown in my attached personal data sheet, my experience in sales is quite extensive compared with most persons my age.

I would appreciate an interview at your earliest convenience and will await your reply. My telephone number is (612) 901-7777.

Sincerely,

Jo D. Johnson

Jo D. Johnson

Enclosure

Your second paragraph should introduce your personal data sheet and hopefully stimulate the person to read it. For example, you could write,

"I have attached a personal data sheet which outlines my many qualifications for this job."

or

"As you can see on my attached personal data sheet, I have had a large amount of part-time and summer employment as a stock clerk."

After you have been working for a few years, your qualifications will have increased and likewise, the length of your personal data sheet. When a person's personal data sheet gets larger than two pages, this paragraph in the cover letter can be expanded to summarize or highlight its contents.

When requesting an interview in the third paragraph, you may either leave the scheduling of the interview entirely up to the convenience of the employer and wait for a response or you can indicate that you will telephone within the next few days to arrange for an interview at a mutually convenient time. For example, you could write,

"I would appreciate an interview at your earliest convenience and will await your reply concerning a convenient time and date."

or

"I will be happy to discuss my qualifications with you and will telephone for an appointment within the next few days."

The second approach is generally recommended for most persons because it is positive and also you don't have to wait for a response which may never come.

This discussion of preparing a cover letter relates specifically to the situation where you are mailing out your personal data sheet to employers in order to identify job opportunities. You are mailing out your personal data sheet unsolicited. Another situation where a cover letter is prepared is when you are responding to a job opening notice or advertisement requesting a mailed personal data sheet. A cover letter in this situation, where the personal data sheet is solicited, may be different than the one discussed above, depending on the specific instructions given in the advertisement. You may be instructed to discuss your qualifications in light of any weaknesses or deficiencies. Also, you will probably be told the exact job title of the position, its duties and requirements, and where and to whom your personal data sheet should be sent. It is crucial that you respond immediately, and carefully and completely follow any listed instructions.

The process of writing a cover letter is easy compared to that of preparing a personal data sheet. Persons familiar with business English or who do regular business correspondence can help you write this letter. Once you have decided on the best style and approach for you, you can use the same basic form for all of your letters. You could even use the same basic letter, just inserting the company names where appropriate.

Most of the steps and key points used in writing your personal data sheet can be used here. Write a draft cover letter in pencil and have it read by someone who can judge its content, organization, length and spelling. When making a final copy, use a large type typewriter cover letter. Then type an original on each envelope who will use your personal data sheet. If your handwriting is above average, write these letters rather than typing, but neatness is essential.

Before mailing, remember to sign your name to each original. Be sure to keep a copy of each letter sent for your own personal record. Attach your personal data sheet behind the cover letter with a paperclip. Use white, legal size envelopes for your mailing. The addressing on the envelopes should be as neat (typed) as the letter and personal data sheet. The address on the envelope should be identical to the inside address. Lastly, be sure your return address and correct postage is on all envelopes.

MODULE 3 SEARCHING FOR JOB OPPORTUNITIES

... if you have carefully selected a job
... you have prepared a data sheet. You should now
be able to search for opportunities and vacancies that are either currently
available or will be available shortly. In this module, you will learn
how to find your search for job opportunities. One important step in
running a successful search is identifying which of the possible sources
of job opportunities will be most useful for you and knowing how to
effectively use these sources. Another step in running a successful search
is developing your own particular search strategy, one that is realistic
and will provide you the desired job.

What Are My Best Sources Of Job Opportunities And How Should I Use Them?

It's not always the smartest approach to immediately start telephoning or knocking on the doors of employers looking for job opportunities. Eventually this method of job searching will lead to job offers, but how many deadends will you have to face before you finally get your first job offer? Probably quite a few, unless you have qualifications employers cannot refuse.

To reduce the number of deadends, there are a number of available sources

(addresses) you can use to locate job opportunities. Most

employers, school staff, friends and casual acquaintances.

Employment agencies, your school and counseling/p permanent agencies, civil service ion halls.

Magazines, newspapers, "Help Wanted" ads, trade/industry magazines or newsletters, telephone "Yellow Pages," business directories, bulletin boards, window displays.

Of these many sources of job opportunities, the five sources most frequently used by job seekers will be described. For each, advantages and disadvantages will be listed and recommendations will be given on how to use this source. The five primary sources are:

1. Friends, Relatives and Others
2. Minnesota Employment Services
3. Newspaper "Help Wanted" Ads
4. Government Health, Education and Welfare
5. Trade and Industry Magazines

1. Friends, Relatives and Others

2. Minnesota Employment Services

Grand Rapids	310 N.W. Third St.	326-6669
Hibbing	Mesabi Mall	263-3644
Hopkins	135 Shady Oak Road S.	935-5521
Anoka	420 E. Main St.	427-5440
Shakopee	1221 E. Fourth Ave.	445-7330
Int'l Falls	344 Third St.	283-2641
Marshall	137 E. ...	
Minneapolis	309 ...	
Blomington	9100 W. ...	
Burnsville	201 Travelers ...	
Fridley	7362 University Avenue N.E.	
Northside	1315 Penn Ave. N.	441 471
Southside	2932 Chicago Ave.	827 2311

Midway	1578 University Ave.	645-0875
Rosemount	14625 S. Robert Trail	423-3500
Roseville	2809 N. Hamline Ave.	631-2566
St. Cloud	320 Skyway Building	296-7026
So. St. Paul	450 Southview Blvd.	455-2271
Stillwater	127 So. Water St.	439-6886

If you go to an M.E.S. office, you will be asked to complete an application form. The M.E.S. form looks very much like an employment application form. You are asked to complete this form, so that the staff persons will be able to help you effectively. (A completed form of this form is shown in the next module.) After completing this form you will be interviewed by one of the M.E.S. staff. Your application form will be reviewed and appropriate job opportunities will be discussed. Vocational testing is available if you desire and request it, if both you and the interviewer agree that one or more available job opportunities may be appropriate for you, the interviewer will call the companies and set up job interviews for you. Be sure to telephone the M.E.S. interviewer after these job interviews to let him know what happened. The interviewer may have other job opportunities.

A big advantage of the job bank system is that it provides detailed information on all listed job opportunities throughout the entire state. This system is updated on a daily basis so the job opportunities listed should be good ones, not jobs already taken. The job bank lists many job opportunities, but obviously, not all job opportunities. Some employers don't list their jobs in the job bank because they feel the M.E.S. interprets the current discrimination laws too strictly not enough screening of job applicants. Other employers may not use the job bank because they are familiar with it.

advantage to arrive at the M.E.S. office early in the morning to avoid any lines.

Newspaper "Help Wanted" Ads. Your local newspapers have advertisements of local job opportunities. This section of the classified ads is usually called the "Help Wanted" or "Employment Opportunities" ads. Persons interested in sales positions might also look for a "Sales Opportunities" ads section. The "Help Wanted" ads usually provide a wide range of local job opportunities and can give you some idea of the local labor market condition--the worker

The title, job qualifications, the salary (probably given in frequent easily deciphered dollars) ask some news and ask

Employers, private employment agencies, the M.E.S. and business can place either "blind" ads or "open" ads. "Open" ads provide you the necessary information including the name, address, telephone number, and even a telephone number for your application. Employers usually do not respond to unqualified job applicants. If you receive a response to your application, you should call the employer.

Employers usually do not respond to unqualified job applicants. If you receive a response to your application, you should call the employer.

agencies. The basic fact that job seekers must realize about private agencies is that private employment agencies are in the placement business for a livelihood. Their services are not free. Either you, the job seeker, pays for the service or the employer pays for the services. The party who pays the agency's fee is the agency's principal client.

Obviously you can use either an agency where you pay the fee or an agency whose fee is paid by an employer (FEE PAID). Usually fees are the equivalent of one month's gross wages and go up to fifteen percent of one's

or have that kind of fee agencies - especially if agencies. The following are "FEE PAID" agencies.

have not been productive. Do not use an agency twenty miles from you. Also, many agencies of anyone who has used private can steer you to reputable agencies. From observing have the kind of job use our local telephone in this case, consider only

a professional organization contacting any agency telephone the Better Business Bureau may comply with a alleged job

those agencies of private employment the Minnesota Department of Labor and Industry Bureau to file on an agency opportunities

business enterprise by working their own business in their own way. In the MOD. It is a very important part of the business. It is a very important part of the business. It is a very important part of the business.

It is a very important part of the business. It is a very important part of the business. It is a very important part of the business. It is a very important part of the business.

Before discussing any definite job opportunities with you, the agency will have you sign their contract. By signing, you are agreeing to all contract terms. Most "FEE PAID" contracts have the two following clauses. The first clause usually states that if you go out on job interviews provided by this agency, you will not make any individual employment agreements with the employers. This ensures the agency of getting their rightful fee. The second clause usually states that should you quit before a certain time period or before the fee is completely paid you will pay some portion of the fee. Because of this second clause, you had better be absolutely sure about a job

contract for other clauses that are on any parts or clauses you sign. The agency takes precedence over you. If you have an unsatisfactory explanation or if you change your mind, **DO NOT SIGN THE CONTRACT**. There are other agencies with

different contracts. The agency listing and the agency will have a list of available job opportunities for you to explore. However, the agency will not guarantee you the exact job opportunity you desire, but rather that the interviewer will try to persuade you to accept the job. Do not change your job objective because this agency is not a profit making organization. Remain firm, think about the job, and do not let the agency pressure you into a job you have not yet tried. This warning is there to help you make a realistic decision, not to be ignored.

Agency contracts usually state that if you sign the contract, you agree to the agency's terms. If you have any questions, you should ask them before signing. It would be the agency's responsibility to explain the contract to you.

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Agency contracts usually state that if you sign the contract, you agree to the agency's terms. If you have any questions, you should ask them before signing. It would be the agency's responsibility to explain the contract to you.

If you are dissatisfied or feel you have been mistreated by a certain agency, file a written complaint with the Minnesota Department of Labor and Industry and the Better Business Bureau. This will help other job seekers and also help the other private employment agencies who do provide good services. If you feel you received outstanding service from an agency, advertise for this agency. Recommend it to your friends.

Strategy?

Most successful job seekers have planned and outlined their search strategy for their situations. Some job seekers have not set goals for in their job searches. They are often misled by the things they hear about or follow the crowd. It is easy to get sidetracked or be persuaded to compromise on what you want. For those people whose original job choices are unrealistic and whose job needs or expectations are unreasonable, the change may vary with their benefit. However, if you have carefully selected a job which will lead you to your final career objective, do not compromise yourself. If your job needs or expectations are not unreasonable, don't give ground here either. By having a search strategy mapped out prior to your search, you will know where you are going and how you will get there.

Having the ideal qualifications and important job needs will help you, but that is not enough. You must have a search strategy, there are several ways you should consider and evaluate before you will need to make a decision on your job search.

With the help of a search strategy, you can avoid the frustration of applying for jobs that do not fit your qualifications. You can also avoid the frustration of applying for jobs that do not fit your needs. You can also avoid the frustration of applying for jobs that do not fit your expectations. You can also avoid the frustration of applying for jobs that do not fit your career goals.

By having a search strategy, you can avoid the frustration of applying for jobs that do not fit your qualifications. You can also avoid the frustration of applying for jobs that do not fit your needs. You can also avoid the frustration of applying for jobs that do not fit your expectations. You can also avoid the frustration of applying for jobs that do not fit your career goals.

Examine your qualifications objectively and consider the availability of the job. Based on the conclusions you draw, set your target number of job offers to be obtained before accepting or rejecting any acceptable job offer. When receiving a job offer before you reach your target number, you should request the employer to give you time to decide (and to get the remaining number of job offers). You should start planning how you will receive all job offers in a short period of time, generally one week. One does not see the same line. When you should be able to schedule to shoot for at least two

offer, don't feel ashamed to let high unemployment when there are used with yourself that you many persons, especially those without before their job choices.

In planning, you must estimate when you need to start looking and in turn, how long it will give to your job search. The way you go about searching and the success of your search. With little time to search, you will feel pressured to take any job offer.

Do not wait passively search for job opportunities. You may take a hundred hours of searching before you find the job you really want. If you spend a hundred hours of searching by working from sunrise to sunset until the job offer appears, your plan may backfire. By going too hard you will just exhaust yourself physically, mentally and emotionally. You will be seen by employers as laziness or a bad attitude. Your exhaustion will affect the quality of your thinking and decision making. In order to avoid being exhausted, you probably should give yourself at least a month to complete your job search. By giving yourself enough time, you will be able to think clearly while you are searching, and not just be out there trying to beat your work deadline and any creditors. Also, new job opportunities will emerge every day. You may find new job opportunities that far surpass any previous ones. Start planning your search time table now.

Do you have a target number of job offers? Have you thought about how you will contact the employer? Have you thought about the appropriate and professional reply? There are other considerations and decisions to be made prior to your job search.

Do you have a target number of job offers? Have you thought about how you will contact the employer? Have you thought about the appropriate and professional reply? There are other considerations and decisions to be made prior to your job search.

Only you can estimate the target number of employer contacts you will need to make. In discussing a mailing campaign, ten employer mailings were recommended as a minimum number. This recommendation also applies to all other employer contact methods. How far you go beyond these ten minimum employer contacts will be your decision. Perhaps, even more important that your actual target number of employer contacts, is the fact that you have identified a minimum number of employer contacts and will, hopefully, commit yourself to making these contacts.

Part of the reason for this is that you will have to make a list of names and addresses. If you have a telephone, use this method as far as possible.

When you call, be prepared to say what you want to say and what information you may want to write down exactly what you will say and ask questions. This preparation should be done during usual business hours, just after the noon hour.

If you are told this is not the time to call, keep calling. If you are told this is not the time to call, keep calling. Don't get angry. You are put through to the person you are calling.

Be sure you address the person by name. Always be polite. Don't try to monopolize the conversation. Explain why you are calling, your qualifications, and request an interview. Be respectful of the person's time. If the opportunity arises, ask about the person's most important job needs. This employer may not be the best one for you, but your job needs. If this is the case, then the person will be able to recommend the conversation. Most likely, there will be an opportunity to discuss job satisfactions and after the job interview, after you receive a job offer.

When you call on a telephone, the person will get all the necessary information: Tim (last name), the office location, and the person's name. Thanking the person and closing the telephone.

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employment application process. The job seeker soon realizes that applying for a job involves many processes including preparing to meet an employer, completing applications for employment, taking employment tests, completing an employment interview, and following up on the interview.

How Do I Prepare To Meet An Employer?

While searching for a job offer, your first face to face contact with an employer or employer representative may occur when you go directly to the business, looking for possible job opportunities. It also may occur after you have determined that the employer has a job vacancy. You may be responding to an advertisement with a personal visit or you may be following through on a job referral, a previous telephone call or letter. In any case, the person you meet will form an opinion about you by evaluating your appearance, the appearance of your personal data sheet and application form, your responses to questions, and your questions about the job. This first face to face contact will certainly affect your chances of getting a job offer. Preparation is essential.

Preparation for a meeting with an employer is typically more difficult if you are simply out looking for job opportunities. You will have less time, if any, to learn about the employer or the business. You may even wonder, "Why prepare?", since most employers won't have any jobs. You should prepare because favorably impressed employers may remember you. Even though employers can't offer you a job at a particular time, they may call you when their next job opening occurs. We strongly recommend that all job seekers prepare for their first employer contact. The steps below outline preparation activities you should complete.

Steps

1. Learn about the employer (company) from friends, private employment agencies, placement services, business directories, newspaper articles, and company annual reports.

2. Prepare to answer questions you may be asked.

Key Points

- 1a. What does the business produce or do?
- 1b. How large is it?
- 1c. Is the company growing?
- 1d. Where will you work?
- 1e. Are the company's products and services going to continue to be in demand?
- 1f. The interviewer expects you to know some information as evidence of interest.
- 2a. Review your personal data sheet.
- 2b. Study the "Questions Commonly Asked Potential Employees".
- 2c. Develop your responses to these typical interview questions.
BE PREPARED, NOT SURPRISED.

Steps

2. (Continued)

Key Points

2d. Open ended questions are frequently asked just to give you an opportunity to express yourself. This is a chance for you to indicate your ability to think quickly.

Questions Commonly Asked Potential Employees

Question

"Tell me about yourself?"

"Why do you want this job?"

"What can I do for you?"

"What do you want to be doing five years from now?"

"What do you think about the economic situation?" and related political questions.

"What type of person was your former employer or teacher?"

Response Approach

Present the information about yourself which is related to the job you are seeking. Review your personal data sheet.

Explain why you can do this job, why you like this work and what you hope to accomplish.

Tell the interviewer you are applying for a certain job, you want to present your qualifications, and answer any questions about yourself.

Hopefully, you know what you want to be doing. Ability to plan ahead is important. Having goals is a desirable quality.

1. Be honest, but do not go into detail. The person may be asking these questions to find out if you have extreme views which might affect your performance of the job.

2. Remember you are entitled to your opinion.

3. Ask the interviewer's opinion.

1. Do not make crude, slighting remarks about the person.

2. Be as positive as possible, but honest.

3. Blaming problems on others can be a habit.

Question

"What job do you want?"

"Would you move to another location?"

"What salary will you accept?"
or "Will \$_____ be a satisfactory starting salary?"

"Why did you leave your last job?"

Response Approach

Indicate a job or job area preference early in the interview.

1. Discuss or consider this possibility before interviewing.
2. Obtain information about the possible locations.
3. Consult with family if necessary.
4. Respond appropriately or if necessary ask for time to consider.

1. Do not respond immediately with a dollar amount or a yes or no.
2. Hedge your response with questions concerning:
 - a. Benefits--vacation, insurance, etc.
 - b. Pay increase schedules or union contract statements.
 - c. Advancements, etc.

3. If the person pursues the salary issue, respond based upon standard salary for the job and your salary needs. You should have a reasonable estimate of the salary desired.
4. Maintain a bargaining position. Do not accept the first offer if it is reasonable to expect more pay.

1. Indicate why you left the job: for example, to look for a better job, to go back to school, laid off or fired. Be honest, but do not go into detail.

2. If laid off--explain the situation: work cut back, others laid off, can return.

3. If fired--explain what happened: you misunderstood your role, you made a mistake. If you expect a former employer will give you an unfair recommendation, explain your position and recommend a reference who will verify it.

Question

"When can you go to work?"

Response Approach

1. Be frank and flexible. Allow yourself time to seek and/or consider other jobs.
2. If you must give notice to a current employer or are completing school, explain your situation.
3. Perhaps, you can start working part-time.

Other questions you may be asked:

Evidence of Interests Other Than Work

Do you like to travel?

How do you usually spend Sundays?

Do you participate in sports? Observe?

What types of literature do you read?

How do you spend your spare time? (hobbies)

What high school subjects did you like best? (least) Why?

What extracurricular office have you held?

Evidence of Interest in This Job or Occupation

When did you decide to look for this type of work?

How do you plan to become a better employee?

Do you have any training for this job?

Why did you take vocational classes?

What characteristics are needed to be successful in this job?

What will this job do for you?

What jobs have you enjoyed most?

Work-Related Values and Attitudes

How much money do you hope to earn at age 30?

What determines a person's progress in a good company?

Can you take instructions/criticism without feeling upset?

How long do you expect to work?

What are the disadvantages (advantages) of your chosen field?

Do you think that grades should be considered by employers? Why or why not?

What have you done which shows initiative and willingness to work?

Will you work overtime?

What type of people do you find it difficult to work with?

Do you prefer to work alone?

What would an ideal supervisor do?

What do you do to keep physically fit?

Do you like regular work hours?

Personal Questions

Note: Some, if not all, of the questions listed here may be technically illegal since they probably are not directly related to the job you are trying to obtain. You may wish to consider them as though they are simply asked to encourage the development of an informal atmosphere. If they appear to be asked as the basis for selection of employees, you need to consider: (1) whether or not your answers will help or hurt your chances of getting the job offer, (2) the risks in answering the questions and then asking the person how this information relates to the job, (3) the risks you take by not answering the questions or by partially answering them, and (4) the moral dilemmas created by providing answers to illegal questions in order to get a job. Rather than answering questions untruthfully, contact the Minnesota Department of Human Rights if you suspect illegal discrimination.

Are you married?

Do you have a boy/girl friend?

What are your parents' occupations?

Did you have a happy home life?

Who are your best friends?

Do you own any life insurance?

Have you saved any money?

Do you have any debts?

How old were you when you became self-supporting?

What is your major weakness?

Will you fight to get ahead?

How often do you entertain friends?

To what extent do you use liquor or drugs?

Have you ever been arrested?

Steps

3. Develop a list of questions you need answered about the job.

Key Points

- 3a. These questions, when answered, will help you decide whether to accept or reject a job offer.
- 3b. Can this job meet your important job needs? Review your important job needs.
- 3c. Your questions should not offend the interviewer. See "Example Questions You Want Answered".

Example Questions You Want Answered

- Will I have an immediate supervisor? What is my supervisor's position/title?
- Will I be supervising other persons? How many? (This question probably will not be appropriate for entry level jobs.)
- Will I be working individually or as part of a team? With whom will I be working?

Where will I be working? (If the business has multiple buildings or locations, this is an appropriate question.)

Will I have different tasks to perform?

Will I be working in one office/plant area or will I be moving about in the work area?

Will I be asked to make decisions on my own?

How are people selected for promotion or advancement? How long have most of your (job title) been with your firm?

Will I have the opportunity to make suggestions about work procedures or participate in problem solving activities?

What hours will I be working? How do shifts rotate? Fringe benefits? Wages?

Steps

4. Anticipate material you may need. Secure it, and take it with you. Keep it out of sight during the interview.

5. Prepare yourself physically.

A. Use a grooming checklist. HOPEFULLY, this list of activities is part of your regular grooming routine.

Key Points

- 4a. Pen (writes neatly, full of ink) and sharp pencil with eraser.
- 4b. Note paper, usually for notes after the interview.
- 4c. Social security card/number.
- 4d. Birth certificate or other proof of age.
- 4e. Military records, if applicable.
- 4f. Licenses, union cards (where necessary).
- 4g. Referral card from employment/placement service, if referred.
- 4h. Copies of your personal data sheet.
- 4i. Letters of recommendation, if you have any.
- 5a. Employees represent the business. Do not cause the interviewer to be concerned about your grooming and dress. Your appearance is the first factor the interviewer reacts to. Make it a positive reaction!
- A1. Clean and trim fingernails.
- A2. Take a bath/shower, use deodorant.
- A3. Prepare hair.
- A4. Shave.

Steps

5A. (Continued)

B. Select proper clothing.

C. Be sure you are physically and mentally alert.

7. Leave for the business location early.

8. Be at the specified appointment area five minutes early.

9. Introduce yourself, state your purpose, and ask to talk to the person who hires, or who will interview you.

Key Points

A5. Brush teeth, check breath.

A6. Avoid excessive make-up, cologne, etc.

B1. Dress a little better than others do while working at the job you are seeking. Few people overdress.

B2. Clothes should be clean and not wrinkled, not too flashy.

B3. Polished dress shoes.

B4. Wear dress socks or hose.

C1. Get a good night's sleep.

C2. Eat food you normally do.

C3. Avoid depressants or stimulants, such as alcoholic beverages or other non-essential drugs.

7a. Allow time for traffic slow ups. Plan on being at the business location 10 minutes early.

7b. Stand on your own. Leave friends at home. If they give you a ride, ask them to stay out of the business area.

8a. Before going to the appointment area, relax and get yourself together, comb your hair, straighten your clothing. If you smoke, have your last cigarette now--no smoking or gum during the interview.

8b. Do not be late; BE EARLY.

9a. "I am Jo Johnson. I am here (1) looking for a job as a _____, (2) to apply for the job you have for a _____, (3) to interview for the job you have for a _____, or (4) for an interview with _____"

Steps

9. (Continued)
10. Carefully follow the instructions of the person directing you.

Key Points

- 9b. If not informed of whom you should speak to, ask, "May I see the person who hires (job you want)."
- 9c. Remember, even though you are speaking to the receptionist or secretary, this person's opinion of you may be important.
- 10a. You are the guest.
- 10b. Remain standing until asked to be seated or until you receive additional instructions.
- 10c. You may be asked to (a) complete an employment application, (b) take an employment test, (c) wait for the employer or employer representative, or (d) follow the person to the employer's or employer representative's work area (office).

How Do I Complete Employment Application Forms?

Most business firms require all job applicants to complete employment application forms. Such application forms have many purposes. The main purpose of the application form is to gather complete and accurate information on job applicants to determine the best potential employee. Another purpose is simply to discourage the person not serious about getting a job or too lazy to do the job.

The information requested on application forms is similar to that found in your personal data sheet and usually includes: personal information, job desired, work history, education, physical/medical records, and references. You may even be asked to list any potential problems or weaknesses. Also, some employers still use application forms which have questions on your age, race, sex, marital status, and other factors which legally cannot be used in selecting or eliminating persons for a job.

In completing application forms, it is generally to your advantage to answer all questions. If you do not receive the job and feel any information requested was used illegally to discriminate against you, you can file a complaint with the State Department of Human Rights. Guidelines concerning what questions may be asked on employment applications are available from the Minnesota Department of Human Rights.

Take your personal data sheet with you and use it when completing the application, answering the questions. It is easier to copy information than to remember it. Even though application forms differ considerably, there are a number of basic steps and related key points to consider when completing employment application forms. The primary point is: "Complete the application accurately and neatly."

Steps

1. Read everything on the application before responding.

2. Print using ink or use a typewriter if available.

3. Select and use words you can spell.

4. Complete every item that applies to you.

5. Indicate "NONE" or "NA" (not applicable), if an item does not apply.

Key Points

1a. Watch for "DO NOT WRITE IN THIS SECTION" or "COMPLETE ONLY ITEMS 1 TO 25".

1b. Reading before writing will often avoid confusion and misunderstanding and eliminate mistakes.

1c. Remember, the job is not given to the person who completes the application first. Take your time.

2a. Be very neat. Do not switch pens.

2b. Show that you can do neat work.

2c. Neatly line out any errors. If you make more than 2 errors, ask for a new application. You may want to ask for two applications at the start.

2d. If your printing is not good, and your writing is much better, you should write your responses.

3a. Avoid spelling errors. For some jobs, this is an essential skill.

4a. See the sample applications, pages 87 to 92.

4b. If there is a question which you believe is illegal or not related and you do not want to answer it, draw a line in the space.

5a. This shows you did read the item.

5b. When an entire section of items does not apply to you, write "NONE" or "NA" in the first item space only.

Steps

6. Print your correct name in the order specified.
7. Enter your complete address.
8. Specify the job title or type of work you want.
9. List school(s) attended.
10. Report previous employment.
11. Provide references.

Key Points

- 6a. Nicknames are not appropriate.
- 6b. When signatures are requested later in the application, write your first name, middle initial, and last name unless your full middle name is helpful for identification.
 - 7a. Include the zip code.
 - 7b. If your present address is only temporary, be sure to also give an address where any correspondence will reach you quickly.
- 8a. Employers want people who want a specific job, not people who will try anything for a while.
 - 8b. If you don't want to limit yourself to one specific job, then list two or three different jobs. Don't leave it blank or indicate "open."
- 9a. Use your personal data sheet.
 - 9b. Provide information requested such as location, correct name, dates attended, date of graduation, subjects or major, and diploma or degree.
- 10a. Use your personal data sheet.
 - 10b. Read the instructions on which employment to report first and what type of employment to report. Usually you do not report short periods of employment, two weeks or less.
 - 10c. Provide information requested if reasonable--name and address, job title, duties, dates of employment, reason for leaving, wages and supervisor's name.
 - 11a. Use your personal data sheet.

Steps

Key Points

11. (Continued)

12. Be honest and serious in responding.

13. Sign the statement of authorization.

14. Arrange to provide information you cannot supply immediately.

11b. Good references are former employers, past teachers, friends of the family, clergy and others who know you well, and can effectively communicate their good opinions.

11c. Include address, business and/or title, years known, and relationship.

12a. Don't try to cover up or lie about any experience.

12b. "Place of birth" is the city and state, not the hospital.

13a. By signing this statement, you are allowing the employer to check the accuracy of your facts.

13b. This "bottom line" statement is on practically all application forms and must be signed if you are to be considered for any job.

14a. Ask to take application home to complete or call back with the information.

The variety of employment application forms used by employers is great. The form included on pages 87 to 90 is used by a major United States firm. The application form used by the Minnesota Employment Services is shown on pages 91 to 92.

APPLICATION FOR EMPLOYMENT

To insure that your application will be properly evaluated please answer the questions within this application for employment carefully and completely. Do not include any information which may be in violation of State and Federal laws which forbid discrimination on the basis of race, religion, sex, national origin, and age.

Johnson Jo Delano
Last Name First Name Middle Name

Position Applied For Sales person

Date May 17, 1977

AN EQUAL OPPORTUNITY EMPLOYER

PERSONAL DATA

Local Address (City, State, Zip) **1832 Finlay Avenue** **Minneapolis** **Minnesota** **55999** **(612) 901-7777**

Home Phone **932-12-3396** **5'8"** **170** **X**

Name **John Johnson** Relationship **Father** Same as above **Same**

How Were You Employed In Last Job? **No**

Do You Have Any Other Employment? **X**

What Are Your Hobbies, Avocations, And Other Outside Interests?
Play piano and sing, camping, C.B. radio, tennis, basketball, skiing

POSITION REQUIREMENTS

What Starting Salary Do You Expect? **Open**

Are You Willing To Travel? **X** Yes, To What Extent? **50**

When Can You Be Available For Employment? **June 1, 1977**

Are You Willing To Work 2nd Shift Or 3rd Shift? **X** No **Preference**

EDUCATION

Name of School	Attended From To	Major Course Of Study	Degree	Grade Average	Class Standing
HIGH SCHOOL Central	Sept '73 May '77	General	Expect Diploma	B	Top half
JUNIOR COLLEGE					
UNIVERSITY					
GRADUATE VOCATIONAL OR TRADE					

Describe Any Other Special Skills Or Training Of Value For The Job For Which You Are Applying
Distributive Education I and II, Business Math I and II, Speech I

Typing Speed: **NA** **NA**

Are You Currently Employed? **X** Yes (Please Explain) **Senior in high school**

What Are Your Plans For Future Study?
Uncertain **Have decided not to go to college**

MILITARY SERVICE

Branch: **NONE**

Date Of Entry And Rank: **NONE**

Date Of Discharge And Rank: **NONE**

Current Reserve Or Draft Status: **NONE**

Special Training Received: **NONE**

PRESENT EMPLOYER

Name Of Employer NONE		Address	City	State	Telephone
From	Starting Salary Per Hr. Wk. Mo. Yr.	Starting Position		May We Call You At This Number? <input type="checkbox"/> Yes <input type="checkbox"/> No	
To	Current Salary Per Hr. Wk. Mo. Yr.	Present Position		May We Contact Your Present Employer Prior To Employment? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Name And Title Of Immediate Supervisor		Reason For Leaving			
Briefly Describe Your Responsibilities		Returned to school			
What Has Been Your Most Significant Accomplishment In Your Current Position?					

PREVIOUS EMPLOYMENT

(List Most Recent Employer First)

Name Of Employer		Address	City	State	Telephone
J.C. Perkins Dept. Store		100 Deadwood Mall	St. Paul	Minnesota	612-903-1100
From	Starting Salary Per Hr. Wk. Mo. Yr.	Starting Position		May We Contact	
5/76	\$2.30	Sales Clerk		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
To	Final Salary Per Hr. Wk. Mo. Yr.	Position At Time Of Leaving			
8/76	\$2.30	Sales Clerk			
Name And Title Of Immediate Supervisor		Reason For Leaving			
Raymond Cardin, Asst. Store Mgr.		Returned to school			
Briefly Describe Your Responsibilities					
Retail sales of clothing, home furnishings, landscape supplies and stationery products					

Name Of Employer		Address	City	State	Telephone
Write-On Company (a Junior Achievement Company)					NONE
From	Starting Salary Per Hr. Wk. Mo. Yr.	Starting Position		May We Contact	
9/75	\$50	Members		<input type="checkbox"/> Yes <input type="checkbox"/> No	
To	Final Salary Per Hr. Wk. Mo. Yr.	Position At Time Of Leaving			
5/76	\$100	Vice-President of Sales			
Name And Title Of Immediate Supervisor		Reason For Leaving			
Gloria William, Co. Sponsor		Annual Liquidation of all J.A. companies			
Briefly Describe Your Responsibilities					
Door-to-door sales of company products, training of sales personnel					

Name Of Employer		Address	City	State	Telephone
Leroy Johnson		Route 2	Zimmerers	Minnesota	612-999-3435
From	Starting Salary Per Hr. Wk. Mo. Yr.	Starting Position		May We Contact	
5/75	\$2.00	Farm laborer		<input type="checkbox"/> Yes <input type="checkbox"/> No	
To	Final Salary Per Hr. Wk. Mo. Yr.	Position At Time Of Leaving			
8/75	\$2.00	Farm laborer			
Name And Title Of Immediate Supervisor		Reason For Leaving			
Leroy Johnson		Returned to school			
Briefly Describe Your Responsibilities					
Daily milking chores, machinery operation, general maintenance and repair					

WORK PREFERENCE

Which One Of Your Jobs Did You Find Most Satisfying?

Sales Clerk for J.C. Perkins Department Store. I enjoyed working and competing with experienced salespeople, I had the top sales among the summer employees.

Which One Of Your Jobs Did You Find Least Satisfying?

I have not had a dissatisfying job. I enjoyed all of my work experiences.

PUBLICATIONS

Published In	Volume	Date	Co Authors	Topic
NONE				

INVENTIONS AND PATENTS

Patent Number	Item	Date Applied/Granted	Co Discoverer	Description
NONE				

REFERENCES

List Persons Having A Good Knowledge Of Your Ability In Your Occupational Field

Name	Occupation	Address	Telephone No.
Raymond Cardin	Assistant Store Manager J.C. Perkins Dept. Store	100 Deadwood Mall St. Paul, MN. 55998	612-902-1100
Gloria Wittam	District Sales Manager 2N Corporation	P.O. Box 79 St. Paul, MN. 55995	612-881-3569
Charles Tibble	Distributive Education Coordinator	Central High School Moorhead, MN. 56581	612-310-7751

AUTHORIZATION

It is understood that all offers of employment are conditional upon the truthfulness of the statements herein and the successful completion of a physical examination. Completion of the Company's Agreement on Patent Rights and Confidential Information will be required. An investigative consumer report to include your general character, employment, education, and credit records may be made in considering your application for employment. This report will be made available to you upon request.

Date May 15, 1977

Signature Jo D. Johnson

A. SKILLS
Sales: Top sales at J.C. Perkins, regional finalist Junior Achievement
"Salesperson of the Year"

B. KNOWLEDGE AND ABILITIES
Distributive Education I and II, Business Math I and II, Speech I
Debate Club, Principal's Honor Roll, B average, Top half of class.

C. RESPONSIBILITIES
Treasurer of D.E.C.A., Training of sales personnel and organized
Sales Exposition for Junior Achievement Company.

LIST THE EMPLOYERS WHERE YOU HAVE GAINED THE EXPERIENCE SPECIFIED ABOVE	DESCRIBE YOUR JOB SPECIFY EQUIPMENT AND JOB SKILL REQUIRED
EMPLOYER J.C. Perkins Dept. Store CITY St. Paul END WAGE \$2.30/hr. JOB TITLE Sales Clerk LENGTH 4 months END DATE 8/76	Retail sales of clothing, home furnishings, landscape supplies and stationery products.
EMPLOYER Write-On Company (J.A.) CITY Micropolis END WAGE Commission JOB TITLE Vice-President of Sales LENGTH 9 months END DATE 5/76	Door-to-door sales, Training of sales personnel.

COMPLIANCE CERTIFICATION

1 Social Security Number 782-12-3346		4 TC 6 Name (Last, First, MI) Johnson, Jo D.		22 No Ex 23 Occupational Code	
2 Applicant Type <input type="checkbox"/> Reg <input type="checkbox"/> Part Reg <input type="checkbox"/> Renewal A		3 Summary Youth <input type="checkbox"/> Yes <input type="checkbox"/> No		7 Address 1832 Finley Avenue Micropolis, Minnesota 55999	
12 U.S. Citizen <input checked="" type="checkbox"/> Yes 2 <input type="checkbox"/> No		11 No. in Family NA		8 Telephone Number Home (612) 901-7777	
10 Date of Birth May 25, 1959		9 Sex <input type="checkbox"/> Male <input type="checkbox"/> Female		19 Education (circle Highest Grade Completed) 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 May	
20 SCHOOL Central H.S.		FIELD OF STUDY General		DATES Sept. '73 May '77	
13 Height 5'8"		14 Weight 140		15 Hours Available 6 a.m. to 6 p.m.	
16 Minimum Salary You Would Accept Open		17 Are You Able to Rehire <input type="checkbox"/> Yes <input type="checkbox"/> No		21 Type of Work Desired Sales person	

PRESS HARD

How Do I Take Employment Tests?

Many employers require potential employees to take tests which are designed to predict a person's ability to perform a given job. Under federal and state (Minnesota) law, employers are permitted to use tests to determine qualifications for employment or advancement. As interpreted by the United States Supreme Court, each test must be individually evaluated and employers must have and make available evidence showing that each test does measure abilities actually required in the job. In other words, the people receiving better scores must be able to do the job better than people receiving poorer scores or the test is probably not measuring abilities and other factors required for job performance. If an employer asks you to take a test, you have the right to ask for such evidence before or after taking the test. You may offend the employer if you are rude or make a big issue of the matter. There are risks involved when you resist taking or refuse to take a test, but you certainly can exercise your rights--especially if the situation suggests a need to question the intent of a test.

There are two general types of tests which you may be asked to complete: ability tests and personality tests. The types of ability and personality tests used vary considerably from one employer to another. Some employer's use well-known standardized tests while others rely solely on their own "home-made" tests.

Ability tests are written to measure your ability to respond quickly and/or the extent or level of your skill and knowledge. The first type, the "speed" test, will usually have many more items that can be completed in the specified time. When taking this type test, how fast you can work is as important or more important than 100 percent accuracy. Filing, typing, shorthand and other clerical tests are typical "speed" tests. If you do not completely finish a "speed" test, do not panic or give up trying to get the job. You may have performed very satisfactorily on the test.

The second type of ability test, the "power" test, is normally set up with items or questions becoming more difficult or complex as you proceed through the test. Eventually, you may not be able to answer any more questions. When taking this type of test, do not rush, but carefully consider each question. Be careful, there probably will be some very tough questions. Usually, you will be given a reasonable amount of time to complete this type test. Incidentally, many ability tests include both "speed" and "power" measures.

A few general points should be made about taking ability tests. If you think that you will be asked to complete an ability test for the job you are seeking, you should prepare for the test. For example, if you are applying for a job which requires typing, you should expect to be asked to demonstrate your typing skills. You might be given a draft copy of a letter or a more formal typing test. If you have not been typing regularly, it is just good common sense to practice before you start contacting potential employers. Practice makes perfect.

Manuals designed to help people prepare to take paper and pencil ability tests are available for nearly all commonly used tests. You may find these manuals very helpful particularly if you have not taken many ability tests. Your local school or public library should have testing manuals. If not, check the area bookstores. If you are interested in civil service positions, be sure to study the manuals specifically written for individual civil service positions. If you have problems taking tests, using these manuals will be particularly helpful. By working through sample questions, you will know what to expect in the test. As a result, your anxiety and possible fears about employment tests should be reduced. Many people have benefited from this type of practice.

If you experience a great deal of anxiety taking ability tests, to the point where your performance is really below your potential, visit your school counselor or psychologist. This person should be able to recommend a number of procedures available to help you improve your test performance by lowering your anxiety.

The key point to remember in taking any type of ability tests is to work as fast and accurately as possible. Always read the instructions carefully and follow them carefully. They often tell you to expect a "speed", "power" or combination "speed-power" test. If you do have the skills and knowledge to perform the job you are seeking, you should be able to score high enough to satisfy a potential employer.

If you are taking a test with true or false statements, read each item very carefully. Watch for catch words such as: all, always, every, completely, equally, except, never, not, no, more, than, less than. Consider the effect of these words carefully. If words are underlined in a test item, consider these words as very important in deciding if the statement is true or false.

When answering multiple choice items, read all the possible answers before responding even if the first choice appears to be a correct answer. Also watch for the instruction to select the most correct response. When guessing at answers start by first eliminating responses you feel are not correct. It is usually an advantage to guess, but some tests subtract points for incorrect answers.

Personality tests are frequently used by employers to determine the interest, values, character strengths or weaknesses of job applicants. Any test can be used as long as it does not discriminate against people on factors unrelated to the performance of the job. An employer wants to know not only how well a person can perform the job, but also how well a person can get along with co-workers and customers and what personal factors may affect a person's job performance.

You cannot practice for a personality test like you can for most ability tests. There are not supposed to be any right or wrong answers on personality tests, but realistically there are answers that employers are seeking. What are the desirable or undesirable personality traits, values and interests for the job you are seeking?

Before taking a personality test, objectively evaluate your strengths and weaknesses. Separate the facts from fiction. Be sure your opinion about yourself is fair and realistic. However, when taking a test, think positively about yourself. All people have minor faults that appear occasionally, but not regularly. Do not respond negatively about yourself or profess weaknesses other than those indicated to you by persons you trust. Do not feel obligated to volunteer a list of personal faults. Very few, if any, people tell all their mistakes or faults to anyone who asks.

Some tests may have questions that appear silly and unrelated to the job. Other tests may ask very personal questions. If you have doubts about the usefulness or purpose of an employment test, you have the right to ask for evidence showing the test is related to the job sought. Again, you must realize that there are risks involved when questioning the validity of the test. An example of an unlawful employment test is the polygraph (lie detector) test. An employer using such a test should be reported to the Minnesota Department of Human Rights.

The final word on test taking is simply READ THE INSTRUCTIONS CAREFULLY. You will learn more than you expect. You will be given hints on how to take the test. For example, you may be told how much time you have and if you should expect to answer all the questions, or whether or not you should guess on items when you are not sure of the answer.

How Do I Complete An Employment Interview?

An employment interview occurs whenever a person meets and talks to an employer or an employer representative. An employment interview can be an event which was planned in advance by indirect contact (letter, telephone, other persons, or agents) or an event which occurs without previous planning such as the walk-in visit looking for possible job opportunities.

A very detailed employment interview would include questions concerning your educational and work accomplishments, your interests, your job performance potential, your value to the business, your future plans, and your attitudes about work and people.

Interviewers will develop opinions about you by evaluating your responses to their questions, your questions and appearance. Your primary purpose in the interview may be to secure a job offer, particularly if it looks like the employer has the right job opportunity. The only way to secure the job offer is to actively sell yourself and your job qualifications. This is done, not only by what you say, but how you handle yourself and your appearance.

Another important purpose for the interview is for you to obtain the information needed to decide whether or not you want to work for this employer. When the opportunity presents itself, ask the interviewer specific questions to help determine how well the job will satisfy your important job needs.

Interviewing Problem Situations

Since an interview is a one time communication process, you cannot try again if you mess it up. You will need to rely on common sense and concentrate on following the interviewer's cues or leading questions. A number of problem situations which you may encounter and should be prepared to solve follow.

Problem #1 - Nervousness. If you don't feel a bit tense or nervous, you really are cool. Most people are a bit nervous prior to interviews. Remember, interviewers are looking for people to hire and are not out to get you. If you have never interviewed for a job, you may want to arrange for a practice interview with someone you know or an M.E.S. staff person. This will allow you to prepare for interview situations and also get helpful feedback on how you are presenting yourself. Practice helps.

If you are nervous, do not try to cover up and act like you know it all. Overconfident people usually turn interviewers off. Superiority complexes offend people more often than they impress them. Over aggressiveness expressed by leaning on the interviewer's desk or asking blunt questions will also produce a negative effect on most interviewers.

If you experience nervousness to the extent you feel it is not allowing you to present yourself effectively, you should seek assistance from your school counselor, placement person or psychologist. This person should be able to suggest procedures designed to reduce nervousness or will help you find someone who can help you. A skilled interviewer usually will help the nervous applicant overcome this problem.

Problem #2 - Surprise Questions. The first, last or any other question may be a "surprise" question designed to see how you react. Answer it as well as you can. Do not be upset if you don't answer it as well as you think you could have. Interviewers may be more concerned with your reactions than your answer. Always think first before answering any question. Don't talk yourself out of a job.

Problem #3 - Discouragement. It may appear to you that the interview is not going well. Do not give up and stop trying to sell your qualifications. There are many ways to make a sale. If you stop smiling and start frowning, you look like a quitter, not a hard worker with enthusiasm. Remain confident and work hard. You simply may be getting a test to see how you react.

Problem #4 - You are late to the interview. Apologize and give a brief explanation of why you are late. Be honest. Do not make a big "story" out of the reason. Interviewers are human, too. If you realize you will be late to the interview, telephone the interviewer and explain your situation. Do not waste time looking for the phone if you will be able to arrive within two or three minutes of the scheduled time.

Problem #5 - No time to change clothes. If you are leaving work to go directly to the interview and do not have time to change, simply explain your problem to the interviewer. Be sure you are honest with yourself in saying there was not enough time to change.

Problem #6 - Need to make a note. If possible, wait until after the interview to make your notes. If you must write something down, simply state, "Excuse me, I would like to write that information down." Then, quickly make your notes.

Problem #7 - Turning down unacceptable job offers. If you are offered a job which is not acceptable, does not satisfy any of your needs, you will want to refuse the offer. Be gracious and tactful in your statement turning down the offer. For example, "Thank you, but after discussing the job with you, I do not believe it is the type of job I want." Try not to give specific reasons for your decision to reject the offer because they easily can be misinterpreted by the employer as criticism of the job and the firm. However, answer any questions the employer may ask about your rejection as specifically as possible. Be sure you are not rejecting the best possible job available to you. Your standards of acceptability must be reasonable.

The Interview Process

The actual interview process is not as difficult as many people think. It is basically a two way communication process. That communication is both verbal and non-verbal. Interviews can be either structured or unstructured depending on how the interviewer proceeds. During a structured interview, you will be asked a series of questions, some closed and others opened. During an unstructured interview, you will be asked general questions or may simply be told, "Tell me about yourself." Most interviews are structured to some degree. A few important steps in the interview process follow. It is assumed that you have been introduced to the interviewer or have introduced yourself.

Steps

Key Points

- | | |
|-----------------------------------|--|
| 1. Follow the interviewer's lead. | 1a. Shake hands if the interviewer leads. Be firm, but do not crush knuckles or pump water. |
| | 1b. The interviewer's questions or statements are clues to the factors you should stress. |
| | 1c. React appropriately to the interviewer. Look the person in the eyes, but avoid staring. Smile when appropriate (not a silly grin). |
| 2. THINK before answering. | 2a. Avoid saying things you do not mean to say. |
| | 2b. Be direct and honest, but do not provide unnecessary detail or any negative information. |

Steps

2. (Continued).
3. Sell yourself.
4. Obtain the needed job information. (Will the job satisfy your important job needs?)
5. If you get an acceptable job offer, ask for time to decide.

Key Points

- 2c. Ask questions to determine if you understand a question and politely ask the interviewer to repeat if necessary.
- 2d. Follow your answers with related questions. This shows your interest in the company's position.
- 3a. Be prepared for the unstructured interview. Emphasize the strong points in your personal data sheet.
- 3b. If you are not asked about your strong points, take the initiative and direct the interviewer's attention to these points.
- 3c. When possible and appropriate, use the interviewer's questions to lead into your points. For example, your response to questions about previous employment should also include related volunteer work or extracurricular activities.
- 4a. Do not start asking your questions about the job until the interviewer invites you to do so.
- 4b. Ask only those questions that provide important data for your decision about the job.
- 4c. Ask for specific information, not general facts that could mean anything.
- 4d. If salary is "open" (will vary depending on your qualifications), don't ask about the salary. Wait for the interviewer to address salary.
- 4e. You may need to wait until the job offer is made, to ask all the questions you have.
- 5a. See MODULE 5 - DECIDING ON A JOB OFFER for a complete discussion of how to get enough time to make a decision.

Steps

6. End the interview.

Key Points

- 6a. Be alert to interviewer statements or actions which indicate the interview has come to an end. Such as standing up, sorting papers, looking at watch or clock, asking how to reach you, etc.
- 6b. Clarify the method of checking back with the interviewer.
 - a. Will call you within a specified period of time.
 - b. If you may call back for the decision.
- 6c. Express your appreciation for the interview. Summarize the reasons why you are qualified for the job.
- 6d. Thank the secretary or receptionist for any help provided.

How Do I Follow Up On The Interview?

When you leave an interview, do not sigh and forget it, unless you do NOT want the job. DO NOT be discouraged if you do not get a job offer during the interview. Interviewers often are not authorized to offer jobs until checking with their superiors. The interviewer also may have to interview other persons for the job. Too many people give up on a possible job offer too soon. Do not be afraid to call the interviewer to check on a possible decision. Obviously, you can contact a person so frequently that you become irritating. On the other hand, if you are told at the closing of the interview you do not have the necessary qualifications or that you will be contacted if anything opens up, do not count on getting a job offer from this company. Keep on searching for other job offers.

You can learn from every interview if you analyze and evaluate what you did and did not say or do during the interview. Check to be sure you are learning positive, helpful behaviors and not reinforcing and repeating behaviors that hurt you. If you feel you are having the same problems in all your interviews, get help from someone. Nervousness, memory lapses, and other behavior problems can be corrected, so don't let a problem get you down.

A number of reasons interviewers give for not hiring people are listed on the following page. Use this list as an interview evaluation check sheet. If you display any of these factors or conditions, start to work on overcoming them. You can improve yourself.

Reasons Job Applicants Are Rejected

1. Messy appearance--dirty hands, face, clothing and poor hygiene.
2. Little interest in a particular job or company.
3. Poor grammar or speech.
4. Only interested in the salary.
5. Wants to start at the top, now!
6. Lack of manners, tact or social skills.
7. Blaming others or events for your mistakes.
8. Major dislikes for school work.
9. Not qualified.
10. Limited interests.
11. Strong prejudices.
12. Indecision--hesitation in responses.
13. Scatter brained--foot in mouth responses.
14. Speaking poorly of past employers.
15. No questions about the job or company--no interest.
16. Nervous--little confidence.
17. Outlook is sour or cynical, "things are bad all over".
18. No sense of humor or never serious.
19. Name dropper
20. Acts like everyone is attacking or will attack or hurt him/her.
21. Values are very different from other workers in this job.
22. Lazy or sluggish in responses or actions.
23. Cannot make own decisions
24. Personal problems which appear to interfere with job performance.

While evaluating your interview, ask yourself if you have communicated your job qualifications. If you did not, you may wish to contact the interviewer by telephone or a follow-up letter. Explain any points not covered. If necessary, ask for a second interview. However, do not bother the interviewer with minor facts or insignificant items of limited impact.

Some people feel that it is not necessary to write a brief follow-up letter, but it certainly will never hurt. Use the letter to thank the interviewer, express your interest in the job again and mention any points you forgot to bring up in the interview. A poorly written, sloppy looking letter can be damaging, so do a good job. A sample follow-up letter is shown on page 102.

If you are working with any placement services, private or public, report the results of your interview to the persons helping you. If they are to continue helping you, they must know what happened and why. If you don't cooperate with these people, it is possible that they may refuse you further services. If you were asked to report, do so without delay.

If the interviewer promised to contact you at a certain time and does not, do not panic. Wait a day before contacting the interviewer if you have the time or are not faced with a decision deadline on another job, then call the interviewer. Remind the person of your interview and ask if any decision has been made. Hopefully, the interviewer will anticipate your concern and indicate why the response was delayed. If the interviewer cannot give a decision, ask when you can expect an answer. If you have another offer you need to respond to, explain your situation to the interviewer. The interviewer will tell you whether or not you should take the other job offer or wait.

1832 Finley Avenue
Municipality, Minnesota 55999
May 15, 1977

Ms. Beverly Person
K and L Department Store
302 Dome Street
Dinkytown, Minnesota 55455

Dear Ms. Person:

Thank you for the time you took to interview me for the sales position in the sporting goods department.

Your entire operation at K and L Department Store is really quite impressive. The business organization appeared extremely efficient and the people I met were very pleasant.

I am very interested in your position. If given the opportunity, I believe I can contribute to even higher sales volume in the sporting goods department.

Your consideration is appreciated.

Sincerely,



Jo D. Johnson

MODULE 5 DECIDING ON A JOB OFFER

This module deals with the final stage of a job search where you have interviewed several employers and HAVE reached your target number of job offers. As yet, you have neither accepted nor rejected any acceptable job offers. In this module, you will learn how to get the time needed to decide, negotiate for the best possible job offers, select the best job offer, and communicate your job decision.

These skills may not be relevant to all job seekers at this time and, in fact, probably are inappropriate for persons who cannot realistically expect more than one job offer. Such persons will probably be given little or no time to make a job offer decision. They will also be in no position to negotiate for better job conditions. Their best decision on whether or not to take the first minimally acceptable job offer, is to take it. Their only alternative to this decision is to take the very large risk of not receiving any further job offers. The communication of a job decision for these persons should be an immediate acceptance. However, even these persons should examine the skills because of their future usefulness. At some later time, these persons probably will be in a position where the skills are appropriate and extremely useful.

How Do I Get The Time To Decide?

So far, you have been instructed to delay all job decisions until you have reached your target number of job offers. Requesting time from an employer to make a decision can be a difficult task. Some employers want an immediate decision because they need a person to start tomorrow. Other employers may be willing to give you a few days and maybe even up to a week for a decision. One week to decide should be considered an absolute maximum time request unless special circumstances exist.

The major factors that you should consider in determining how much time to request for making a decision are (1) the time required to get the needed remaining job offers, (2) the employer's need for a worker, and (3) how well this job offer compares with previous acceptable job offers. This last factor would be used to determine which of the first two factors should be considered the most important if the time needed and given are not the same.

If you want to be sure that you are getting the best possible job offer, you need to get several job offers and compare them with each other. Without job offers for comparison, you cannot determine how good a job offer really is. Also, you will obviously not be able to negotiate for the best job offer if you only have one offer.

Since you probably cannot expect any employer to give you more than one week to make a decision, you have to plan on getting the remaining job offers you need within a week. This requires an immediate follow-up with previously contacted employers who have not as yet offered their jobs. In addition, you need to schedule several job interviews during this week and work hard to get job offers during these interviews. The risk of losing an acceptable job offer is highest for your first acceptable job offer because the time needed to get the target number of job offers is reduced with each additional job offer.

Not all employers will give you the same amount of time to make a decision. While some employers need a worker immediately, it is not likely that you will be asked to make an "on the spot" decision. If the job offer was delayed until a day or so after the job interview was completed, the employer probably will respect your desire for time to decide.

Now you must decide if making a decision will affect the time an employer will give you. If your request suggests that you could take or leave this job offer, the employer may demand an immediate decision or even withdraw the offer. Be positive about the job offer when asking for time to decide. If you already have a job offer that you want to think over in comparison to the job offer, this response is usually acceptable to a employer. Your response that you are committed to interview for another job will tend to be acceptable to most employers, particularly if an interview is scheduled within the next two or three days. When asking to live to see a second job offer, the employer's first job offer and your request may be acceptable. If you are not sure, it will be best to tell the employer that you are not committed to any job offer. Some employers who are in a tight labor market may be more willing to give you a few days to decide. You should not expect to receive a second job offer if you do not accept the first job offer. You should not expect to receive a second job offer if you do not accept the first job offer.

next week and will contact this employer within 24 hours of receiving the last job offer. If this explanation or other explanations (e.g., you will be out of town, you must consult with family members, and you have other scheduled job interviews) do not persuade the employer to give you the necessary time, you have a decision to make. Either remain firm in your time request or accept the employer's deadline.

Your choice in the above decision should be based on how well you like this job offer, how well it compares with other job offers, and if you can expect to get better job offers. If the conditions or satisfactions of this job offer far surpass your expectations, you may not wish to risk losing this job offer by not agreeing to the employer's deadline. If you can't expect other job offers to be any better, you may want to lower your target number of job offers to accommodate this employer's deadline. However, the fact that his job offer is so good may indicate that your chances of getting several job offers and of being able to negotiate for even better job conditions are good.

If the conditions or satisfactions of this job are just barely acceptable and the information you presently have indicates that you should be able to get better conditions from other employers, you probably should remain firm in your request for time to decide. The employer may question you to see why you want this additional time and try to get you to change your time request. Be polite, but firm in your position. This may even impress the employer to not only extend the deadline, but also improve the conditions or satisfactions of the job offer. But remember, it may also irritate some employers.

HOW DO YOU GO ABOUT GETTING THE BEST POSSIBLE JOB OFFERS?

It is not a matter of negotiating for the best possible job offers. It is a matter of job seeking skill appropriate to all job seekers. If you are not in a position to negotiate, you may very well lose all acceptable job offers by trying to negotiate. In addition, there are certain jobs where no negotiating is possible—the job conditions or satisfactions are specified and set by contracts or company policy and cannot be changed. However, if your job is open to negotiation and you have been successful in obtaining two or more job offers with time before having to make a decision, you can and should try to negotiate for the best possible job offers.

In negotiating, you are not simply pointing out the advantages of your job offer to the employer. You are telling employers that, among other factors, your job decision will be based on how well a job offer meets your important job needs. If they want you to take their jobs, they should offer you the best possible conditions (top starting pay or guaranteed salary, good promotional opportunities, the desired work shift, extra fringe benefits, etc.). Even though your job may be open to negotiation, remember that not all of your important job needs may be negotiable.

Negotiating for improved job conditions is not an easy task. It requires considerable tact and timing on your part. Negotiations must start immediately following your last job offer, or even better, negotiations should be started while you are obtaining job offers. This is done by using the conditions of the first as standards for the second job offer to meet or surpass, and so on. All negotiations must be finished prior to the agreed upon decision deadline for the job offers received.

Probably the most difficult part of negotiating is getting started. A good strategy to use in starting negotiations is to first contact the employer whose job offer meets the least of your job needs or expectations. With this strategy, you are starting with the job offer where you have the least to lose. In contacting this employer, you would first confirm the original conditions and clarify any questionable points. You might then inform this person that you actually prefer this job offer in many ways, but you have a hard time convincing yourself to take this job offer when other job offers provide other better benefits and conditions. This employer may sympathize with your problem, but unfortunately indicate that this job offer cannot be improved to meet or exceed the conditions of other job offers. If this happens, your best action is to tell the employer that you will continue to consider this job offer and will report your job decision as soon as it occurs.

If you are successful, an employer will adjust the job offer to meet or, hopefully, surpass all conditions of the other job offers. Some employers who improve their job offers will expect an earlier decision deadline perhaps right there and then. If this happens, you will have to quickly compare this improved job offer with what improvements might be expected of other job offers. Unless this new job offer obviously will exceed all other possible improvements, you should compromise with this employer to an acceptable decision deadline somewhere between the original deadline and the deadline the employer now wants. If necessary you can always decline this job offer before you finish negotiating for other better job offers.

With this strategy, you are more likely to improve the conditions of the job offer. The person is impressed with your spirit and attitude and will have the greatest flexibility or opportunity to change job conditions. You may be able to get improved conditions for this job. However, if it is presently the best job offer you have, you might prefer your starting strategy, negotiations should be finished with the employer you have contacted all employers and have accepted the highest and best job offer.

There are some risks involved in this strategy. If you are not successful in negotiating with the employer you have contacted, you may be left with a job offer that is less desirable than the one you have contacted. However, to receive the best possible job offers and negotiating with the employer you have contacted is a trade-off. If you are not successful in negotiating with the employer you have contacted, you may be left with a job offer that is less desirable than the one you have contacted. However, to receive the best possible job offers and negotiating with the employer you have contacted is a trade-off. If you are not successful in negotiating with the employer you have contacted, you may be left with a job offer that is less desirable than the one you have contacted. However, to receive the best possible job offers and negotiating with the employer you have contacted is a trade-off.

keep re-contacting employers to inform them of the latest improvements and requesting the same or better from them. Another negative difference between this negotiation process and auctions is that employers will probably not be dealing in the same commodities. They may be offering very different conditions or satisfactions which are not easily comparable.

If you continue trying to get better and better improvements from employers, they eventually will tire of your "hounding" and tell you to take another job offer. You talked yourself out of their job offers. Losing the first negotiation with an employer attempts to negotiate may force the employer to make a decision from where you want your negotiations to lead. The risks are too great of losing all job offers or turning off employers when you try to negotiate more than twice.

HOW TO GET THE BEST JOB OFFER?

If you are successful in your negotiations, you will be going into your selection process with the best possible job offers. In this selection process, you will essentially compare these job offers on how well each satisfies your important job needs. Complications arise in the selection process when employers are offering different conditions or satisfactions and even when they are offering the same conditions but the terminology or language is different for each employer.

Obviously, companies and companies operate in different environments. Each employer has unique priorities, concerns and problems and its current company policies and practices have evolved, to a degree, independently of other companies. There is no one magic formula for insuring success or profit which is the goal of all employers. Some employers find that providing many promotional opportunities together with various performance bonuses or raises is the way to reach this goal and get the most out of their employees. Other employers might feel that providing extensive fringe benefits and excellent work conditions etc. is the best way to reach this goal. Job conditions or satisfactions can vary as much between different employers for identical positions, as they will vary or differ for entirely different kinds of jobs. Therefore, it is important that you know what satisfactions are most important to you.

When you are comparing job offers, it is very difficult to compare the quality of job offers. It is very difficult to judge the quality of an employer's compensation package.

Aside from the obviously different satisfactions, or conditions that employers can or will offer, it is possible that identical conditions may be presented or explained by employers in very different ways. For example, the policies on sick pay and insurance coverage are often very hard to compare between different employers and companies. Sometimes even the starting salary or wages for different job offers are not immediately comparable. One company may offer a job with a starting salary of \$3.75/hour while another company offers \$600/month. Are these starting salaries the same? No! If you look at Figure 2--Wage and Salary Scale, you will see that an hourly salary of \$3.75 is equal to a monthly salary of \$600. The first company's job has the higher starting salary. When negotiating for the best job offers, be sure you translate the improvements of one job offer into the terms comparable to your other job offers.

Figure 2 Wage and Salary Scale

Hourly	Weekly	Monthly	Annually	Hourly	Weekly	Monthly	Annually
\$1.65	\$ 66.00	\$277.20	\$3,326.40	\$4.20	\$168.00	\$ 705.60	\$ 8,467.20
1.80	72.00	302.40	3,628.80	4.35	174.00	730.80	8,769.60
1.95	78.00	327.60	3,931.20	4.50	180.00	756.00	9,072.00
2.10	84.00	352.80	4,233.60	4.65	186.00	781.20	9,374.40
2.25	90.00	378.00	4,536.00	4.80	192.00	806.40	9,676.80
2.40	96.00	403.20	4,838.40	4.95	198.00	831.60	9,979.20
2.55	102.00	428.40	5,140.80	5.10	204.00	856.80	10,281.60
2.70	108.00	453.60	5,443.20	5.25	210.00	882.00	10,584.00
2.85	114.00	478.80	5,745.60	5.40	216.00	907.20	10,886.40
3.00	120.00	504.00	6,048.00	5.55	222.00	932.40	11,188.80
3.15	126.00	529.20	6,350.40	5.70	228.00	957.60	11,491.20
3.30	132.00	554.40	6,652.80	5.85	234.00	982.80	11,793.60
3.45	138.00	579.60	6,955.20	6.00	240.00	1,008.00	12,096.00
3.60	144.00	604.80	7,257.60	6.15	246.00	1,033.20	12,398.40
3.75	150.00	630.00	7,560.00	6.30	252.00	1,058.40	12,700.80
3.90	156.00	655.20	7,862.40	6.45	258.00	1,083.60	13,003.20
4.05	162.00	680.40	8,164.80	6.60	264.00	1,108.80	13,305.60

NOTE: All figures are based on a 40-hour work week. These salaries are before taxes and other deductions. Taxes and deductions are taken out.

When you are comparing job offers, it is important to look at the total compensation package. This includes not only the salary or wage, but also benefits such as health insurance, dental insurance, and a 401(k) plan. Some employers offer bonuses or profit sharing plans. It is also important to consider the work environment, the growth opportunities, and the company's reputation. Don't just look at the number on the check; look at the whole picture.

The process of selecting the best job offer is very similar to the process used in evaluating how well all of the job possibilities you originally considered would satisfy your important needs or expectations of a job. Here, you will be evaluating received job offers, not different job possibilities.

To assist you in making the best possible job decision, selecting the best job offer, the "JOB DECISION WORKSHEET" is provided. A completed example of this worksheet is shown on the next page. From observing this example, you will note that the worksheet is designed for comparing three job offers and involves both an elimination and selection stage. This worksheet can be adapted for your situation if different. If you have two job offers, you could use the second stage as the single selection process. If you have four or more job offers, you could expand these stages to eliminate additional job offers.

Before you complete this worksheet, review your important job needs. A few may be so important that if only they are satisfied, the others can be sacrificed. If your needs or satisfactions are all equally important, your best selection strategy would be to select the job offer that satisfies the most of your important job needs. There is also the difference between minimally satisfying a certain need and completely satisfying that need.

To use the "JOB DECISION WORKSHEET", you would follow the steps and key points listed below.

Steps	Key Points
1. Identify the job offers.	1a. Identify jobs offered by writing the company names in spaces for Job A, B, and C.
2. List your important job needs.	2a. Write down at least five important job needs. 2b. The most important job need should be listed first.
3. Evaluate each job offer.	3a. If you only have two job offers, just work through Stage 2 (Step 4). 3b. Carefully consider your information on each job offer. 3c. For each important need, check (✓) the job which satisfies it. If possible, check only one job. 3d. List and rate the jobs. Check for each job in the spaces provided below each

JOB DECISION WORKSHEET

Job A Right On Co. Job B Dead End, Inc. Job C Almost and Assoc.

My Important Job Needs:

1. Use of My Abilities
2. Activity
3. Achievement
4. Recognition
5. Security
6. Good Hours
7. Compensation

	Stage 1			Stage 2	
	Job A	Job B	Job C	Job <u>A</u>	Job <u>C</u>
1. <u>Use of My Abilities</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. <u>Activity</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. <u>Achievement</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4. <u>Recognition</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
5. <u>Security</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. <u>Good Hours</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
7. <u>Compensation</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Stage 1 Elimination of Job Offers

Job	1	2	3	4	5	6	7
Job A		2	1	2			
Job B		1	2	1			
Job C		2	1	2			

this is why important of these

If you are not attempting any form of negotiations in communicating your job decision, the process should be relatively simple. Usually you would first contact the employer whose job offer you plan to accept. This contact could be made through a telephone call, personal visit, or an acceptance letter. The first two contact methods are most frequently used, but a personal visit is the better of the two methods. It will continue to show your interest and will also allow you to provide any information needed for post-hiring purposes. Be prepared to sign forms related to income tax and social security withholdings, health and life insurance coverage, non-compete contracts (if necessary), bonding (if necessary), etc.

After accepting a job offer, don't forget about the other persons who offered you jobs. Even though you will not be accepting their job offers, you should contact these persons as a matter of courtesy. Inform them that you have accepted another job offer and express your thanks for their offers. If any employers ask you about the basis for your decision, briefly explain. You might expect these employers to question the importance of your job needs or factors you have stated as reasons for your decision and to point out other advantages of their job offers. If you have carefully considered your decision, you will have already weighed the positive and negative aspects of all jobs and should not be pressured into changing your decision. In declining those job offers, be positive and courteous. At some future time you may want to seek another job with this employer. Do NOT close future doors by being rude or ridiculing these job offers.

Once you have accepted a job offer, stop looking for other job opportunities unless special circumstances exist. For example, you feel an employer has talked you into a premature acceptance on a minimally acceptable job offer. In this case, continue to search for better job opportunities. You may use the job's actual starting date as your deadline to obtain better job offers. If you do obtain a better job offer, which you plan to accept, call the first employer and indicate that you have reconsidered your job decision and will be taking another job offer. As when breaking a wedding engagement, this announcement will probably produce bad feelings. Since you probably cannot expect to receive any consideration on future job opportunities with this employer, think twice before renegeing on a job offer acceptance. More importantly, think twice before accepting a job offer prematurely.

If you are in a bind, you may want to call the employer and indicate that you are still looking for a better job offer. Do not draw attention to the other job offers you are looking for. Explain that at your decision, it probably was the only one possible. Think of the good features of the accepted job, and then explain why you are still looking for a better job. You still want satisfied with your plan. You should be satisfied with this job. Plan and be prepared to accept a better job offer if you are ready to go and your employer is not.

LESSON GUIDES FOR JOB SEEKING SKILLS INSTRUCTION

In the preceding materials, you were presented key information concerning the skill methods, tools and resources to use in seeking a job. The challenge to you is to use your professional competencies to present this information in such a manner as to help your students increase their job-seeking skills and their chances of obtaining their best possible job.

A series of lesson guides which are sequenced with the content modules are provided for you to use. These guides are intended to aid you in planning your teaching activities. However, the guides are not designed to provide you a teaching manuscript and all your teaching aids. If you want to use the overhead projector, you will need to prepare the transparencies you want. If you want to give your students reading material, forms, worksheets, etc., you will need to make the necessary copies. However, each lesson guide includes the following components: LESSON IDEA/SKILL, OBJECTIVES, CONTENT SOURCE, OTHER MATERIALS NEEDED, TEACHING TIME, IDEAS FOR TEACHING, CRITICAL LEARNING ACTIVITY.

The other materials sections of the lesson guides do not contain complete reference information. Information concerning availability, publishers and so forth is presented in the CITED MATERIAL section which follows on pages 187 to 192. You will need to refer to this section for details if you are not familiar with the material needed.

The teaching times are only estimates to guide you in planning. Approximately 48 hours (traditional class periods) will be needed if a comprehensive treatment of all lesson topics is attempted in class. This time may be reduced to 30 hours or less if out of class work and less intensive treatment of the topics is appropriate.

Evaluation activities are not specified in these guides. How you proceed to evaluate will be dictated by your approach and time limits. The objectives and critical learning activities should imply what to use as the basis for evaluation.

Your school responsibilities and time schedule will be prime factors in how you decide to present this material. If your major responsibility is classroom teaching, you will undoubtedly present this material in your regularly scheduled classes using a daily lesson approach. If your major responsibility is not classroom teaching, you may wish to team teach with classroom teachers or conduct special workshops or seminars with students. Some people may want to provide interested students independent study opportunities.

Since scheduling workshops dealing with job seeking skills immediately prior to school leaving time is a very common practice, a few comments are in order. A primary advantage of this workshop approach is timeliness, many participants will be using these skills in the very near future. However, there are some disadvantages to this approach. If the challenge of deciding on a particular job to seek is not systematically addressed until shortly before leaving school, students can do little to adjust the

high school programs of study to insure the most relevant courses are taken as preparation for a job. In addition, there will be little opportunity to gain any relevant work experience. Near the end of the school year, it is also difficult to schedule sufficient time during regular school hours and attendance during non-school hours is probably going to be limited.

Pilot studies conducted in four Minnesota school systems as part of the S.P.A.C.E. Project suggest that these job seeking skills are best taught as part of a regular class. Students most in need of job seeking skills appear least inclined to study independently. They appear to react more favorably to group activities.

Two examples of lesson plans you might develop using the lesson guides and MODULE materials are presented immediately following the lesson guides.

LESSON 1

LESSON IDEA/SKILLS:

What are job seeking skills and why are they important?

OBJECTIVES: Students should be able to:

1. List the five stages of the process of seeking a job and explain the skills involved in each stage.
2. Give at least three reasons for developing their job seeking skills.

CONTENT SOURCE:

MODULE 1, pages 2 to 5

OTHER MATERIALS NEEDED:

None

TEACHING TIME: 1/2 to 1 hour

IDEAS FOR TEACHING:

This lesson should clearly define the concept of the job seeking skills. The content of the five MODULES should be outlined to emphasize the range of skills and knowledge required in job seeking. Students should also be acquainted with reasons for developing job seeking skills. Emphasize the importance of making a good job selection or confirming a previous job selection. Stress the fact that job seeking skills are important in getting the best possible job.

You may want to take time to discuss the character of Jody Johnson by having students read the narrative description page 5 MODULE 1. The example worksheets, forms and so on will be based upon the Jody Johnson character.

LESSON 2

LESSON IDEA/SKILLS:

What are the possible effects of my job?

OBJECTIVES: Students should be able to:

1. List and explain at least five possible effects of a job.

CONTENT SOURCE:

MODULE 1, page 6.

OTHER MATERIALS NEEDED:

None.

TEACHING TIME: 1/4 to 1/2 hour.

IDEAS FOR TEACHING:

Identification of the various effects of a person's job must be stressed because too often only the monetary effect is considered. This lesson should draw on the students' information and experience. It should indirectly introduce the general concept job satisfactions. It may be helpful to suggest students think about how an employed friend's job affects him/her.

CRITICAL LEARNING ACTIVITY:

Students exchange ideas and opinions about job effects.

LESSON 3

LESSON IDEA/SKILLS:

What do I want from a job?

OBJECTIVES: Student should be able to:

1. Identify their reasons for wanting a job.
2. Complete a JOB NEEDS IMPORTANCE FORM identifying their important job needs.

CONTENT SOURCE:

MODULE 1, pages 7 to 9.

OTHER MATERIALS NEEDED:

A copy of the JOB NEEDS IMPORTANCE FORM for each student.
Use the master following this lesson guide.

TEACHING TIME: 1 hour

IDEAS FOR TEACHING:

The primary purpose of this lesson is to clarify the critical concept of job needs by helping students identify their own important job needs, what they want from a job. Students should realize a job is not selected simply because a person can perform the job. They should also discuss their reasons for wanting a job, why they are going to seek work.

You may wish to provide students with copies of the example JOB NEEDS IMPORTANCE FORM found on page 8, MODULE 1, or clean copies of the form to aid class discussion. Present the steps and key points in completing this form while students are completing their personal forms or prior to individual student completion of the form.

CRITICAL LEARNING ACTIVITY:

Students complete a JOB NEEDS IMPORTANCE FORM.

	Importance Rating					Rank
	None	Little	Some	Much	Great	
1. ABILITY UTILIZATION: I could do something that makes use of my abilities.	N	L	S	M	G	_____
2. ACHIEVEMENT: The job could give me a feeling of accomplishment.	N	L	S	M	G	_____
3. ACTIVITY: I could be busy all the time.	N	L	S	M	G	_____
4. ADVANCEMENT: The job would provide an opportunity for advancement.	N	L	S	M	G	_____
5. AUTHORITY: I could tell people what to do.	N	L	S	M	G	_____
6. COMPANY POLICIES AND PRACTICES: The company would administer its policies fairly.	N	L	S	M	G	_____
7. COMPENSATION: My pay would compare well with that of other workers.	N	L	S	M	G	_____
8. CO-WORKERS: My co-workers would be easy to make friends with.	N	L	S	M	G	_____
9. CREATIVITY: I could try out some of my own ideas.	N	L	S	M	G	_____
10. INDEPENDENCE: I could work alone on the job.	N	L	S	M	G	_____
11. MORAL VALUES: I could do the work without feeling that it is morally wrong.	N	L	S	M	G	_____
12. RECOGNITION: I could get recognition for the work I do.	N	L	S	M	G	_____
13. RESPONSIBILITY: I could make decisions on my own.	N	L	S	M	G	_____
14. SECURITY: The job would provide for steady employment.	N	L	S	M	G	_____
15. SOCIAL SERVICE: I could do things for other people.	N	L	S	M	G	_____
16. SOCIAL STATUS: I could be "somebody" in the community.	N	L	S	M	G	_____
17. SUPERVISION-HUMAN RELATIONS: My boss would back up the workers (with top management).	N	L	S	M	G	_____
18. SUPERVISION-TECHNICAL: My boss would train the workers well.	N	L	S	M	G	_____
19. VARIETY: I could do something different every day.	N	L	S	M	G	_____
20. WORKING CONDITIONS: The job would have good working conditions.	N	L	S	M	G	_____
21. _____	N	L	S	M	G	_____
22. _____	N	L	S	M	G	_____

Conclusion:

My most important job needs are: (1) _____ (2) _____
 (3) _____ (4) _____ (5) _____
 (6) _____ (7) _____

LESSON 4

LESSON IDEA/SKILLS:

How do I select my first career job?

Step 1--How should I identify job possibilities?

OBJECTIVES: Students should be able to:

1. Identify numerous job possibilities using various sources of help: people, newspapers, books and pamphlets (available in most libraries), tests, and the Minnesota Occupational Information System.
2. List and order by preference at least 10 job possibilities using JOB SELECTION WORKSHEET 1 - JOB POSSIBILITIES as a guide.

CONTENT SOURCE:

MODULE 1, pages 10 to 13.

OTHER MATERIAL NEEDED:

A copy of the JOB SELECTION WORKSHEET NO. 1 - JOB POSSIBILITIES for each student. Use the master following this lesson guide.

Reference material or easy student access to this material.

"Help Wanted" ads.

Books:

Occupational Outlook Handbook
Handbook of Job Facts
Encyclopedia of Careers and Vocational Guidance
Dictionary of Occupational Titles
Concise Handbook of Occupations

Pamphlets:

Education and Work

OTHER MATERIAL NEEDED: (Continued)

Tests:

Minnesota Importance Questionnaire
(See Cited Material for more details) Also, call your
Minnesota Employment Services branch office.

General Aptitude Test Battery
If possible, to have administered conveniently and
economically. Call your Minnesota Employment
Services branch office.

Computer terminal to allow access to the Minnesota Occupational
Information System, assuming your school has agreed to purchase
the time needed.

TEACHING TIME: 1 to 2+ hours.

IDEAS FOR TEACHING:

Introduce the three steps in the job selection process to provide
the students with an overview of the next lessons.

The students you have and your access to instructional materials
will certainly be prime determinants in how you approach this
lesson. You have a real opportunity to introduce students to
occupational information sources, in addition to people and
newspapers. You may wish to take more time than suggested above
to have your students use references, the MOIS system and to seek
information outside your classroom/school. Be sure you have an
adequate number of copies of reference materials to allow each
student access to the materials. (We would not recommend use of
the D.O.T., Dictionary of Occupational Titles, without taking class
time to acquaint students with this book. It is a tremendous
reference, but a challenge to read.)

Be sure you do encourage students to explore job possibilities
they may not have considered. Consider brainstorming on job
possibilities. The example JOB POSSIBILITIES form on page 13
should be discussed.

Note: Tests such as the MIQ or GATE should be taken early enough
for students to have the results at the time of this
lesson. If you do not have the necessary lead time, still
have your students take these tests. The information is
worth it!

CRITICAL LEARNING ACTIVITY:

Students complete their personal JOB SELECTION WORKSHEET NO. 1 -
JOB POSSIBILITIES.

<u>Rank</u>	<u>Job Possibilities</u>	What method or source did you use to identify this job possibility?
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		
11.		
12.		
13.		
14.		
15.		

AFTER LISTING JOB POSSIBILITIES AND THE METHODS/SOURCES USED, YOU SHOULD TRY TO RANK OR ARRANGE THESE JOB POSSIBILITIES IN YOUR ORDER OF PREFERENCE. USE THE SPACES AT THE LEFT SIDE TO RANK THE JOB POSSIBILITIES IN DESCENDING ORDER OF PREFERENCE.



LESSON 5

LESSON IDEA/SKILLS:

How do I select my first career job?

Step 2—How should I evaluate each of my job possibilities?

OBJECTIVES: Students should be able to determine:

1. How well a job possibility will satisfy their important job needs.
2. The current availability of their various job possibilities in their areas.
3. How well their qualifications match the minimum requirements of the various job possibilities.

CONTENT SOURCE:

MODULE 1, pages 12 to 35.

OTHER MATERIAL NEEDED:

Copies of the JOB SELECTION WORKSHEETS 2.1 - JOB NEEDS SATISFACTION, 2.2 - JOB AVAILABILITY and 2.3 - JOB QUALIFICATIONS. Use the masters following this lesson guide.

Reference material or easy student access to this material.

See the LESSON 4 listing. The same materials will be used in this lesson.

TEACHING TIME: 3 to 6+ hours.

IDEAS FOR TEACHING:

You may wish to treat each of the student objectives for this lesson as a lesson idea/skill in your planning.

IDEAS FOR TEACHING: (Continued)

Step 2--Factor 1. How should I proceed to determine how well a job possibility will satisfy my important job needs?

This is the first screening of job possibilities. The students must use their personal job needs information (LESSON 3 - results) and obtain information on which job needs various job possibilities will meet. If available, the MIQ will be very helpful in this process. If people are the primary source of information on the type of satisfaction various jobs will provide, encourage students to talk to more than one person in a particular job.

You may wish to use the completed examples of the JOB NEEDS SATISFACTION worksheets, pages 16 to 20, MODULE 1, when explaining how to complete this worksheet. Ideally, you will provide the students with a new JOB NEEDS SATISFACTION worksheet and work through an example using the steps and key points on pages 15 and 21, MODULE 1. Students should then complete the same process for their own job possibility and draw the appropriate conclusion.

Step 2--Factor 2. How should I proceed to determine the availability of a job possibility?

DEFINITION: Job availability = Number of job openings - Number of job seekers.

This activity is very important. It should help job seekers realize that personal needs and/or interests in a job will not mean the job is available, particularly at a given location.

The Minnesota Employment Services branch offices should be contacted for job availability information such as the "Job Bank" system. News media information is often very helpful. The "Help Wanted" advertisements are a readily available and excellent source of job openings.

Introduce your students to the procedure for using the "JOB AVAILABILITY" worksheet, steps and key points on pages 27 and 28. Provide worksheets for students to complete as you explain the steps.

Use data from one of the completed examples, pages 23 to 26. Present the other examples for student study.

Students should then complete the same process for their remaining job possibilities, those not eliminated in Step 1 above.

IDEAS FOR TEACHING: (Continued)

Step 2--Factor 3. How should I proceed to determine my qualifications for my remaining job possibilities?

The first stage of this activity is the identification of worker requirements. The Dictionary of Occupational Titles (D.O.T.) and the GATB results will be very helpful at this point. The second stage is a student self-assessment. Discuss the importance of objective and honest self-evaluation.

Use the steps and key points outlined on pages 30, 34 and 35, MODULE 1; the examples on pages 31 to 33; and "JOB QUALIFICATIONS" worksheets in explaining this procedure. Emphasize the need to identify (star) those requirements which are essential and must be met to even be considered for a job.

CRITICAL LEARNING ACTIVITY:

Students should complete the necessary number of JOB SELECTION WORKSHEETS:

- 2.1 - JOB NEEDS SATISFACTION
- 2.2 - JOB AVAILABILITY
- 2.3 - JOB QUALIFICATIONS.

Students should save their conclusions/or worksheets for the next lesson and future reference.

JOB SELECTION WORKSHEET 2.1 - JOB NEEDS SATISFACTION

Job Possibility: _____

Important Job Needs (list in rank order)	What is your information and its source?	Will This Need Be Satisfied?
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____
4. _____	_____	_____
5. _____	_____	_____
6. _____	_____	_____
7. _____	_____	_____

Conclusion:

This job will meet:

- none of my important job needs.
- only 1 or 2 important job needs. (few)
- 3 or 4 important job needs. (some)
- 5 to 7 important job needs. (most)

IF THIS JOB WILL NOT MEET ANY OF YOUR IMPORTANT JOB NEEDS, YOU SHOULD ELIMINATE THIS JOB POSSIBILITY, AND START EVALUATING THE NEXT JOB POSSIBILITY.

JOB SELECTION WORKSHEET 2.2 - JOB AVAILABILITY

Job Possibility: _____

<u>Source</u>	<u>Information - Facts - Notes</u>	<u>Worker Demand</u>	<u>Worker Supply</u>
1. Minnesota Employment Services	_____ _____	_____ _____	_____ _____
2. Local News Media	_____ _____	_____ _____	_____ _____
3. Friends and Relatives	_____ _____	_____ _____	_____ _____
4. School Counseling/ Placement Office and Other Staff	_____ _____	_____ _____	_____ _____
5. Occupational Out-look Handbook/Briefs and the MOIS Computer System	_____ _____	_____ _____	_____ _____
6. Unions or Local Employers	_____ _____	_____ _____	_____ _____
7. Civil or Government Service (Federal, State, County)	_____ _____	_____ _____	_____ _____
8. Other: _____	_____ _____	_____ _____	_____ _____
(specify)	_____ _____	_____ _____	_____ _____

Conclusion:

It appears that there are:

- _____ no openings at this time.
- _____ fewer openings than persons seeking this job. (D<S)
- _____ as many openings as persons seeking this job. (D=S)
- _____ more openings than persons seeking this job. (D>S)

IF THERE ARE NO OPENINGS FOR THIS JOB AT THIS TIME, YOU SHOULD ELIMINATE THIS JOB POSSIBILITY AND START EVALUATING THE NEXT JOB POSSIBILITY.

JOB SELECTION WORKSHEET 2.3 - JOB QUALIFICATIONS

Job Possibility: _____

Information Sources on Requirements: _____

MINIMUM REQUIREMENTS	YOUR QUALIFICATIONS	
Special Skills/Abilities:	<u>Can you satisfy this requirement?</u>	<u>What evidence can you present to an employer?</u>
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____
Work Experience:		
_____	_____	_____
_____	_____	_____
Education:		
_____	_____	_____
_____	_____	_____
Other:		
1. _____	_____	_____
2. _____	_____	_____

Conclusion:

I can satisfy:

- none of the minimum requirements of the job.
- some of the minimum requirements of the job. (Q<R)
- all of the minimum requirements, most just barely. (Q=R)
- all of the minimum requirements, most very easily. (Q>R)

IF YOU CANNOT MEET ANY OF THE MINIMUM REQUIREMENTS, YOU SHOULD ELIMINATE THIS JOB POSSIBILITY AND START EVALUATING THE NEXT JOB POSSIBILITY.



LESSON 6

LESSON IDEA/SKILLS:

How do I select my first career job?

Step 3--How should I proceed to select the best job to seek?

OBJECTIVES: Students should be able to:

1. Explain the interaction of job availability and a person's job qualifications (Figure 1, page 37, MODULE 1).
2. Decide if they want to assign different or equal importance to the three evaluation factors: needs satisfaction, availability and qualifications.
3. Select their own best job to seek using JOB SELECTION WORKSHEET 3 - CHOOSING THE BEST POSSIBLE JOB.

CONTENT SOURCE:

MODULE 1, pages 35 to 40.

OTHER MATERIAL NEEDED:

A copy of the JOB SELECTION WORKSHEET 3 - CHOOSING THE BEST POSSIBLE JOB for each student. Use the master following this lesson.

Results of Step 2. Students will need their data to complete this lesson.

TEACHING TIME: 1 hour.

IDEAS FOR TEACHING:

Discuss the process of selecting a job. Be sure to review Figure 1 to help students understand the relationship of job availability and a person's job qualifications.

Explain the steps outlined on pages 36, 39 and 40, MODULE 1. The examples on page 38, MODULE 1, will help illustrate this process. Students should then complete their own job selection processes.

CRITICAL LEARNING ACTIVITY:

Students should complete their own JOB SELECTION WORKSHEET 3 - CHOOSING THE BEST POSSIBLE JOB.

JOB SELECTION WORKSHEET 3 - CHOOSING THE BEST POSSIBLE JOB

Worksheet Conclusion (Factor Score)	Factor 1 Job Needs Satisfaction			+	Factor 2 Job Availability			+	Factor 3 Job Qualifications			Total Score
	Few (-2)	Some (0)	Most (+1)		D<S (-2)	D=S (0)	D>S (+1)		Q<R (-2)	Q=R (0)	Q>S (+1)	
Remaining Job Possibilities:												
1. _____				+				+			= _____	
2. _____				+				+			= _____	
3. _____				+				+			= _____	
4. _____				+				+			= _____	
5. _____				+				+			= _____	

Conclusion:

The job possibility with the highest total score is: _____

The job possibility I have selected to seek is: _____

IF THE JOB YOU CHOOSE TO SEEK IS NOT THE ONE WITH THE HIGHEST TOTAL SCORE, YOU ARE PROBABLY WEIGHING FACTORS DIFFERENTLY. MAYBE YOU ARE ESPECIALLY SURE OR UNSURE ABOUT ONE OR TWO FACTORS. WHILE IT IS NOT CRITICAL THAT YOUR JOB SELECTION BE THE ONE WITH THE HIGHEST TOTAL SCORE, IT IS CRITICAL THAT YOU CAN CLEARLY JUSTIFY THE DIFFERENT SELECTION TO YOURSELF.

LESSON 7

LESSON IDEA/SKILLS:

What is a personal data sheet and why should I prepare one?

OBJECTIVES: Students should be able to:

1. Describe what a personal data sheet is.
2. List at least four advantages of preparing a personal data sheet.

CONTENT SOURCE:

MODULE 2, pages 42 to 45

OTHER MATERIALS NEEDED:

Copies of Jo Delano Johnson's personal data sheet, pages 43 and 44, for your students.

Examples of other personal data sheets, if desired.

TEACHING TIME: 1/2 to 1 hour.

IDEAS FOR TEACHING:

Assuming the students have completed the study of the MODULE 1 - DECIDING ON THE JOB TO SEEK, and/or have identified their job qualifications, emphasize that the personal data sheet is a vehicle used to present one's job qualifications and sell one's qualifications to an employer.

Discuss what a personal data sheet is and review Jo Delano Johnson's personal data sheet to clarify what a personal data sheet might contain. List advantages of a personal data sheet and clarify each through class discussion. Stress the advantage of a positive impression. Recognize that not all jobs will normally require a personal data sheet, but many people may eventually want a job where a personal data sheet must be prepared. It should also be noted that employment applications are regulated and becoming more standardized and personal data sheets appear to be gaining more importance in the job seeking process.

LESSON 8

LESSON IDEA/SKILLS:

How do I prepare my personal data sheet?

OBJECTIVES: Students should be able to:

1. Select positive information to include on their personal data sheets.

Content to be included in each section of the personal data sheet: HEADING, POSITION DESIRED, PERSONAL INFORMATION, JOB-RELATED SKILLS; WORK EXPERIENCE, EDUCATION, ACTIVITIES AND INTERESTS and REFERENCES.

3. List the steps in preparing a personal data sheet and explain the major factors to consider in completing each step.
4. Complete a satisfactory personal data sheet.

CONTENT SOURCE:

MODULE 2, pages 43 to 54.

OTHER MATERIALS NEEDED:

Copies of the narrative description of Jo Delano Johnson on page 5, MODULE 1, and copies of personal data sheet, pages 43 and 44, used in LESSON 1.

Students' personal JOB SELECTION WORKSHEET 2.3 - JOB QUALIFICATIONS for the job selected in LESSON 6 of MODULE 1.

TEACHING TIME: 90 minutes

IDEAS FOR TEACHING:

This lesson is divided into two sections. The first section is really an extension of LESSON 1 and addresses OBJECTIVES 1 and 2. Emphasize the selection of positive information by helping students apply criteria for inclusion of items in each of the sections of the personal data sheet while reviewing Jo Delano Johnson's narrative description and personal data sheet. You also may wish to introduce other personal data sheet formats at this time.

IDEAS FOR TEACHING: (Continued)

The second section is the personal skill development component of this lesson. The ability to develop a personal data sheet is best taught by having students develop their own personal data sheet. You should present the suggested steps and relevant key points for personal data sheet preparation, pages 52 to 54, MODULE 2. Then, students should prepare their own personal data sheets for the job selected in LESSON 6 of MODULE 1 or by a similar process. If the majority of the students are not going to seek employment in the selected job in the near future, you may wish to evaluate their personal data sheets after step four--a modified original draft copy.

Be sure to emphasize the point that a poorly prepared personal data sheet is worse than NOT having a personal data sheet. It will produce a poor impression!

Note: Students will need to obtain information about persons used as references. You may wish to have them do this during class time or outside of class time. You should also consider a strategy for identifying proofreaders such as other teachers, parents or students.

CRITICAL LEARNING ACTIVITIES:

Students identify and apply criteria for inclusion of information in a personal data sheet.

Students develop their own personal data sheet for a selected job.

LESSON 9

LESSON IDEA/SKILLS:

How do I use my personal data sheet?

OBJECTIVES: Students should be able to:

1. Discuss key points to consider when personally delivering or when mailing a personal data sheet.

They will be able to give their personal data sheet to the person they are interested in.

3. Outline a plan for distributing their own personal data sheets.

CONTENT SOURCE:

MODULE 2, pages 55 to 57.

OTHER MATERIALS NEEDED:

Business directories/listings or easy access to copies.

Telephone directories.

TEACHING TIME: 1 to 2 hours

IDEAS FOR TEACHING:

This lesson is for those dealing with a particular approach to seeking a job. Discuss the key points to consider when personally delivering a personal data sheet. Since most people, including yourself, probably do not mail personal data sheets as suggested in the content for this lesson, be sure to present the positive point of view and also do not fail to stress the fact that being different than one's peers may be a real advantage when seeking a job. You might want to compare the mailing approach to an advertising campaign.

This lesson and the next will present the dilemma: "Now that I have a personal data sheet, what should I do with it?" Two uses are presented, and the advantages provided when applying for jobs will be highlighted in MODULE 4.

IDEAS FOR TEACHING: (Continued)

Have students use available business directories/listings to identify persons to whom they should send or give their personal data sheets. Have them ask friends or fellow students for names of contact persons. Telephone directories are useful also.

CRITICAL LEARNING ACTIVITIES:

Students develop a list of persons to be given their own personal data sheets.

Students will be given their own personal data sheets.

LESSON 10

LESSON IDEA/SKILLS:

How do I prepare a cover letter for my personal data sheet?

OBJECTIVES: Students should be able to:

1. Describe and explain the key functions of the personal data sheet cover letter.
2. Explain the major considerations when writing a cover letter.
3. Recognize the key differences between an unsolicited mail and a solicited mailing cover letter.
4. Write appropriate cover letters for their personal data sheets.

CONTENT SOURCE:

MODULE 2, pages 57 to 61

OTHER MATERIALS NEEDED:

Copies of the example cover letters, pages 58 and 59, for student reference.

TEACHING TIME: 2 hours

IDEAS FOR TEACHING:

The importance of a personal data sheet cover letter should be made clear. Help students realize the example cover letters are not the only styles considered acceptable, but they are acceptable. You may wish to provide additional sample cover letters. Discuss the functions of and the factors to consider in writing personal data sheet cover letters and differences between solicited and unsolicited letters.

Have students write their own cover letters for their personal data sheets. You will need to decide if you want to involve other people in the evaluation process or evaluate the cover letters personally.

LESSON 11

LESSON IDEA/SKILLS:

What are my best sources of job opportunities and how should I use them?

OBJECTIVES: Students should be able to:

1. Describe advantages and disadvantages of the five most frequently used sources of job opportunities: friends and relatives; newspaper "Help Wanted" ads; school counseling/placement offices; and private employment agencies.
2. Explain the major factors that must be considered when using each of these five sources.

CONTENT SOURCE:

MODULE 3, pages 64 to 71

OTHER MATERIALS NEEDED:

Copies of the content, pages 64 to 71, probably should be provided for student use.

Newspaper "Help Wanted" ads, particularly Sunday editions, and various private employment agency contracts (if available).

TEACHING TIME: 2 hours

IDEAS FOR TEACHING:

This lesson could provide a great deal of new information for many students. It may be very advisable to have students read the content material concerning each source after stating the objectives for this lesson. Then, list and discuss the advantages and disadvantages of each source and note the important factors to consider when using or evaluating each source. If possible, use newspaper ads and employment agency contracts to make the discussion realistic for the students.

STUDENT LEARNING OBJECTIVES:

Students will be able to identify the five most frequently used sources of job opportunities and list the features of each.

LESSON 12

LESSON IDEA/SKILLS:

How do I develop my search strategy?

OBJECTIVES: Students should be able to:

1. Develop a job search strategy which considers: their best source of job offers, the target number of job offers to seek, the time to be spent on the job search, the number of employers to contact, the procedure for contacting employers, and which employers to contact first.
2. Use an appropriate telephone procedure to contact employers.

CONTENT SOURCE:

MODULE 3, pages 71 to 74

OTHER MATERIALS NEEDED:

Telephone receiver practice sets, if readily available with recorders.

TEACHING TIME: 2 hours

IDEAS FOR TEACHING:

Present the decisions that need to be made prior to a job search. Discuss the key aspects of each decision. Have students develop an outline for their personal job search strategy.

Present the major steps and points to consider when telephoning to contact employers.

If possible and desirable, provide opportunity for role playing/simulation of the procedure of telephoning to contact employers.

CRITICAL TEACHING ACTIVITIES:

Students develop an outline for their personal job search strategies.

Students participate in role playing for telephoning employers or complete a simulated role play of an employer contact.

LESSON 13

LESSON IDEA/SKILLS:

How do I prepare to meet an employer?

OBJECTIVES: Students should be able to:

1. Gather meaningful information about an employer and/or the industry.
2. Answer questions asked by potential employees.
3. Develop a list of questions to ask about a potential job.
4. Secure material they need to take with them when meeting a potential employer.
5. Prepare physically for a personal meeting with an employer.
6. Meet a business representative/employer in an acceptable manner.

CONTENT SOURCE:

MODULE 4, pages 76 to 83

OTHER MATERIALS NEEDED:

You may find it convenient to provide students copies of the Content Source materials listed above.

TEACHING TIME: 45 minutes

IDEAS FOR TEACHING:

The procedure for meeting an employer is not a simple procedure. The first step, gathering information about the employer/business, is briefly outlined in the content material, page 76, Module 4. The student should be encouraged to learn about the employer/business but stick to basic indicators of financial stability.

IDEAS FOR TEACHING: (Continued)

The preparation needed to answer questions employers may ask should involve student performance--response to questions and discussion of the response approaches. Personal data sheet questions should also be included. Role playing with students responding to different questions is perhaps the most desirable teaching activity if two or three hours of time can be designated for this activity.

The development of a list of appropriate questions to ask about a job or a job needs and job will need. Alert students to the need for fact.

Discuss the materials which should be secured and taken with them when meeting an employer. Students should identify the materials appropriate for their job situation.

Proper physical preparation before meeting a potential employer is obviously important. It may be helpful to ask area employers to visit with students about physical appearance, but be sure they are representative of most employers.

Discuss the importance of arriving on time for an appointment to meet an employer. Review the procedure to follow when arriving at the business, introducing yourself and asking to see the person you want to meet. Role playing or practice by each student is recommended. Lesson 16 deals with completing an interview.

CRITICAL LEARNING ACTIVITIES:

Students satisfactorily respond to typical employer questions in a role playing situation.

Students prepare and meet a potential employer in a role playing situation.

LESSON 14

LESSON IDEA/SKILLS:

How do I complete employment application forms?

OBJECTIVES: Students should be able to:

1. Explain the primary purposes of employment application forms, how application information is used, and with whom to file a complaint if applications appear to discriminate.
2. Outline the steps and explain the key points to consider in completing employment application forms.
3. Neatly and systematically complete employment application forms.

CONTENT SOURCE:

MODULE 4, pages 83 to 92

OTHER MATERIALS NEEDED:

Copies of employment application forms for student use. A copy of the current Minnesota Employment Services application follows this lesson guide.

Copies of the sample employment application and of the sample Minnesota Employment Services application, pages 86 to 92, MODULE 4.

TEACHING TIME: 2 hours

IDEAS FOR TEACHING

This lesson is important because most job seekers will complete many times. It must be treated highly.

Be sure to stress the importance of being neat and accurate. Discuss the legal questions involved when employers request discriminatory information on application forms, but emphasize the risks involved in not providing information.

IDEAS FOR TEACHING: (Continued)

Review the steps and key points to consider when completing employment application forms, using the example references may help clarify this procedure.

Have students complete an application and critique their classmates application forms.

CRITICAL LEARNING ACTIVITY.

1. Student
Minnes []

Public term and/or the
location.

LIST BELOW THE QUALIFICATIONS YOU HAVE THAT RELATE TO YOUR JOB OBJECTIVE

SKILLS

KNOWLEDGE AND ABILITIES

RESPONSIBILITIES

LIST THE EMPLOYERS WHERE YOU HAVE GAINED THE EXPERIENCE SPECIFIED ABOVE

DESCRIBE YOUR JOB; SPECIFY EQUIPMENT AND JOB SKILL REQUIRED

EMPLOYER

CITY END WAGE

JOB TITLE

LENGTH END DATE

EMPLOYER

CITY END WAGE

JOB TITLE

LENGTH END DATE

COMPLETE
CORRECTLY

1 Social Security Number	4 TC 2	6 Name (Last, First, MI)	28 Mo Ex	23 Occupational Code
	5 CC 50			

2 Applicant Type <input type="checkbox"/> Reg. <input type="checkbox"/> Part Reg. <input type="checkbox"/> Renewal A	3 Summer Youth <input type="checkbox"/> Yes <input type="checkbox"/> No	7 Address City State Zip Code County	Apt. #	18 Union Status Local #	35 DATES Name
---	---	---	--------	----------------------------	------------------

12 U.S. Citizen <input type="checkbox"/> Yes <input type="checkbox"/> No	11 No. in Family	8 Telephone Number Home Other
---	------------------	----------------------------------

10 Date of Birth	9 Sex <input type="checkbox"/> Male <input type="checkbox"/> Female	19 Education (Circle Highest Grade Completed) 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	24 County Code (Res) <input type="checkbox"/> W <input type="checkbox"/> B	25 EG <input type="checkbox"/> AI <input type="checkbox"/> IN <input type="checkbox"/> Osh	26 SS <input type="checkbox"/> Yes <input type="checkbox"/> No
------------------	---	--	--	---	--

20 SCHOOL	FIELD OF STUDY	DATES	DEGREE	28 Test Information	27 HDCP <input type="checkbox"/> No <input type="checkbox"/> Phys <input type="checkbox"/> M. Rtd <input type="checkbox"/> M. Res
-----------	----------------	-------	--------	---------------------	---

13 Height	14 Weight	15 Hours Available	16 Minimum Salary You Would Accept	17 Are You Willing to Relocate <input type="checkbox"/> Yes <input type="checkbox"/> No	21 Type of Work Desired
-----------	-----------	--------------------	------------------------------------	--	-------------------------

29 Veteran <input type="checkbox"/> RS <input type="checkbox"/> RSD <input type="checkbox"/> RSS	<input type="checkbox"/> NO <input type="checkbox"/> VE <input type="checkbox"/> YED <input type="checkbox"/> VES	30 Spec Vet & Other Eligibles <input type="checkbox"/> OV <input type="checkbox"/> OVD <input type="checkbox"/> OVS <input type="checkbox"/> Spc. Vet <input type="checkbox"/> Other Eligible	31 Econ Dis <input type="checkbox"/> Yes <input type="checkbox"/> No	32 Welfare <input type="checkbox"/> No WIN NON-WIN <input type="checkbox"/> Mandatory <input type="checkbox"/> Voluntary <input type="checkbox"/> Other Welfare	33 Food Stamp <input type="checkbox"/> Yes <input type="checkbox"/> No	34 Migrant <input type="checkbox"/> No <input type="checkbox"/> Farm Worker <input type="checkbox"/> M. Farm Wkr <input type="checkbox"/> M. Food Wkr
---	--	--	--	--	--	---

36 Employment Status <input type="checkbox"/> Part Time <input type="checkbox"/> Full Time <input type="checkbox"/> Not Working <input type="checkbox"/> Job Attachment	37 Claimant <input type="checkbox"/> No State Other	38 CETA <input type="checkbox"/> No	39 AOFF Number 150	40 Interviewer	41 For Future Use
---	---	--	-----------------------	----------------	-------------------

APPLICANT: PLEASE COMPLETE ONLY THE UNSHADED AREA. PRESS HARD APPLICANT: PLEASE COMPLETE ONLY THE UNSHADED AREA.

LESSON 15

LESSON IDEA/SKILLS:

How do I take employment tests?

OBJECTIVES: Students should be able to:

1. Explain the legality of employment tests and the risks involved in questioning or not taking an employer's test.
2. Describe the purposes and characteristics of ability and personality tests.
3. Prepare to take employment tests.
4. Take employment tests.

CONTENT SOURCE:

MODULE 4, pages 93 to 95

OTHER MATERIALS NEEDED:

Manuals/books for preparation for employment tests or ready access to these materials.

Sample or specimen copies of common ability and personality tests.
Tests to take or the results of previous tests.

TEACHING TIME: 1 to 2 hours.

IDEAS FOR TEACHING:

This lesson should be a basic introduction to employment tests. The content source material is basic, but by no means exhaustive. Stress a positive attitude toward tests. Students should realize the importance of doing their best, but not becoming too tense or too unconcerned. Discuss the rights of questioning the validity of tests, but be sure students recognize their risks.

If you are a classroom teacher, involve representatives of the school counseling program when possible. These people should be able to: provide sample test forms for student review; discuss test-taking strategies, particularly for personality tests; administer and/or explain common tests; and provide you with information about tests.

IDEAS FOR TEACHING: (Continued)

You may want to role play a situation where a job seeker has been informed, "You did not pass the employment test.", and the test is of questionable validity.

CRITICAL LEARNING ACTIVITIES:

1. Students react to problem situations involving employment testing.
2. Students describe the purposes and characteristics of ability and personality tests.
3. Students plan their preparations for employment tests.

LESSON 16

LESSON IDEA/SKILLS:

How do I complete an employment interview?

OBJECTIVES: Students should be able to:

1. Define an employment interview including its purposes for employers and job seekers.
2. Respond appropriately to employment interview problem situations.
3. Complete an employment interview.

CONTENT SOURCE:

MODULE 4, pages 95 to 99

OTHER MATERIAL NEEDED:

Copies of the INTERVIEWER GUIDE SHEET which follows this lesson.
Video tape equipment and tapes if possible or audio tape recorder.

TEACHING TIME: 2 to 4 hours.

IDEAS FOR TEACHING:

Many job seekers will not experience formal and lengthy interviews. Emphasize the need to prepare for the informally arranged interview as well as the formal interview. Discuss the purposes of the interview for each party involved.

Discuss the problem situations using demonstrations and/or role playing when feasible. If time permits, students should be placed in the position of handling these problems, and you and the other students should discuss their responses ("fish bowl" technique).

Discuss the employment interview process. Demonstration interviews followed by analysis by yourself or resource persons such as employers and placement personnel are very effective. (Video tape equipment will increase the efficiency of this learning activity.) The ideal situation is to have each student complete at least one interview. To accomplish this, you will need a considerable amount

IDEAS FOR TEACHING: (Continued)

of time and will have to use resource persons or your students as interviewers. The INTERVIEW GUIDE SHEET is provided to help interviewers, particularly students. Review the sheet with persons using it. It may be helpful to have additional people use items 5 to 9 as an evaluation sheet for comments.

Note: The self-evaluation activity in LESSON 5 below might be incorporated as a part of the interview evaluation.

CRITICAL LEARNING ACTIVITY:

1. Students complete an employment interview in a role playing situation.

INTERVIEWER GUIDE SHEET

For use by a job interviewer in a role playing exercise.

Steps

1. Ask what job the person will be interviewing for.
2. Ask for the person's Personal Data Sheet.
3. Structure an interview environment.
4. Indicate you are ready to see the person being interviewed.
5. Allow the person to introduce him/herself and offer to shake hands.
6. Delay your invitation to be seated--be seated and count to 10--then ask person to be seated.
7. Ask 5 or 6 questions, such as:
Why do you want this job?
What vocational educational classes have you taken?
Do you have work experience at this job?
Do you have hobbies?
Will you be willing to relocate?
Plus others--you believe appropriate or have obtained in Step 1.

Key Points

1. If you are not familiar with the job requirements, ask the person you are going to interview for a list of questions appropriate for use in evaluating persons seeking this job.
2. This should help you prepare questions--ask for clarifications, more information, etc.
 - 3a. Desk and chairs.
 - 3b. Secretary, if appropriate.
 - 4a. Ask the secretary to call the person or indicate you are ready.
 - 5a. The person should introduce him/herself.
 - 5b. The individual should respond to your handshake with a firm hand. No pumping.
6. The person should not take a seat until invited.
 - 7a. While appropriate answers are important, watch for behaviors which are negative (nervousness, posture) and positive (eye contact, appropriate smile).
 - 7b. Did the person provide useful information not requested?
 - 7c. Did the person answer directly, not hesitating?
 - 7d. Did the person ask you any questions?

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Steps

8. Give the person an opportunity to ask questions about the job.
9. Signal a desire to end the interview.
10. Indicate if you will call in a few days to inform the person of your decision.
11. Report your observations to the person interviewed.

Key Points

- 8a. Allow some silent time during your questions and the person's response in 7 above.
- 8b. Simply ask, "Do you have any questions?"
- 9a. Look at your watch or the clock, shuffle papers and then close a file folder, and so on.
- 9b. Did the interviewer get the message to leave?
- 10a. This information should be repeated or questioned by the person.
- 10b. You should be thanked for your time.
- 10c. Interest in the job should be expressed.
- 10d. The secretary should be thanked (if used).
- 11a. Key points for 5a through 9d above can serve as a short checklist.
- 11b. Suggest practice or procedures which may be improved; for example, leaving the interview.

LESSON 17

LESSON IDEA/SKILLS:

How do I follow up on the interview?

OBJECTIVES: Students should be able to:

1. Identify the key activities to complete after an employment interview.
2. Complete a self-evaluation of the interview completed in LESSON 4.
3. Write an appropriate interview follow-up letter.

CONTENT SOURCE:

MODULE 4, pages 99 to 102

OTHER MATERIAL NEEDED:

Copies of the example follow-up letter on page 102, MODULE 4.

Video or audio tape of personal interviews from LESSON 4, if enough tapes are available.

TEACHING TIME: 1 to 2 hours.

IDEAS FOR TEACHING:

A common mistake is to stop working after one completes the interview or personal contact made while seeking employment. The self-evaluation activity is perhaps most important in terms of future interviews, but it can also serve as a check on what additional information one might want to communicate to the interviewer.

This activity is an immediate extension of the interview or part of the interview evaluation process in LESSON 16. The individual will be the major evaluator in the future when actually seeking jobs.

The follow-up letter is only briefly introduced in the content. You should have students write a follow-up letter for their interview and evaluate it. Consider good business letter procedures and techniques—review MODULE 2, pages 57 to 61, cover letter.

LESSON 18

LESSON IDEA/SKILLS:

How do I get the time to decide?

OBJECTIVES: Students should be able to:

1. List and explain the major factors to consider in determining how much time to request for making a decision on a job.
2. Explain the risks involved in asking for time to decide.
3. Request time to decide in an appropriate manner.

CONTENT SOURCE:

MODULE 5, pages 104 to 105

OTHER MATERIAL NEEDED:

Copies of TIME TO DECIDE SITUATION SHEET or similar form for students to complete and discuss. Use sample form following this lesson.

TEACHING TIME: 1 hour.

IDEAS FOR TEACHING:

EMPHASIZE the importance of making a good decision at the conclusion of one's search. Discuss the importance of time to decide, the risks, and major factors to consider when requesting time. The use of a TIME TO DECIDE SITUATION WORKSHEET or similar format involving student evaluation and reaction appears to be a successful teaching technique.

After discussing the process, demonstrations or individual student role plays of requests for time to decide should be presented and evaluated.

CRITICAL LEARNING ACTIVITIES:

Students make decisions on a time request(s) using facts provided.

Students request time to decide in a role playing situation.

TIME TO DECIDE SITUATION SHEET

1. Number of job offers you are seeking. _____
2. Number of job offers you have received to date. _____
3. Time required to get the needed remaining job offer(s). _____
4. Time you think this employer will give you to decide. _____
5. Employers' decision deadlines you have now.

<u>Employer</u>	<u>Day and Hour</u>
_____	_____
_____	_____
_____	_____

6. How well this job offer compares with previous offers and expected job offers.

Job _____

Job _____

Job _____

7. HOW MUCH TIME WOULD YOU REQUEST? WHY?

100

LESSON 19

LESSON IDEA/SKILLS:

How do I negotiate for the best possible job offers?

OBJECTIVES: Students should be able to:

1. Explain the purpose of negotiating, when it is appropriate, and the risks involved.
2. Outline strategies for negotiating to get the best possible job offer from employers.

CONTENT SOURCE:

MODULE 5, pages 105 to 107

OTHER MATERIAL NEEDED:

None

TEACHING TIME: 1 to 2 hours.

IDEAS FOR TEACHING:

Discuss the concept of negotiating. Outline negotiating strategies. Ideally, you would have a few students work through negotiations for different jobs as class demonstrations. This will require the development of background information and considerable time.

CRITICAL LEARNING ACTIVITY:

Students outline a negotiating strategy.

LESSON 20

LESSON IDEA/SKILLS:

How do I select the best job offer?

OBJECTIVES: Students should be able to:

1. Obtain comparable information on job offers.
2. Use the JOB DECISION WORKSHEET to eliminate their least desirable job offers and to select their own best job offer.

CONTENT SOURCE:

MODULE 5, pages 107 to 111

OTHER MATERIAL NEEDED:

Copies of Figure 2, Wage and Salary Scale, page 106 of MODULE 5.

Copies of the DATA FOR JOB DECISION WORKSHEET, SAMPLE 1 and SAMPLE 2, following this lesson.

Copies of the example JOB DECISION WORKSHEET, page 110 of MODULE 5, for each student.

Copies of JOB DECISION WORKSHEETS for student use. A copy follows this lesson.

TEACHING TIME: 2 hours.

IDEAS FOR TEACHING:

Review the importance of adequate information about jobs, emphasizing the need for comparable information when selecting the best job offer. Use the Figure 2 data to illustrate the need to be sure you are interpreting information correctly. Study and evaluate the DATA FOR JOB DECISION WORKSHEET samples 1 and 2.

Explain the procedures and important points to consider when completing a JOB DECISION WORKSHEET. Have students refer to DATA FOR JOB DECISION WORKSHEET - SAMPLE 1 or 2 as you work through the process and enter the data on a worksheet. The alternative is to simply provide the completed example worksheet.

IDEAS FOR TEACHING: (Continued)

If a student or students in your group have reached a decision point on job offers, you may want to use their information in class discussions. Obviously, this is a private matter and discretion is in order.

BE SURE that students have copies of this form for future reference.

CRITICAL LEARNING ACTIVITIES:

Students use the JOB DECISION WORKSHEETS and associated procedures.

JOB DECISION WORKSHEET

Job A _____

Job B _____

Job C _____

My Important Job Needs:

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____

	Stage 1			Stage 2	
	Job A	Job B	Job C	Job _____	Job _____
1.	_____	_____	_____	_____	_____
2.	_____	_____	_____	_____	_____
3.	_____	_____	_____	_____	_____
4.	_____	_____	_____	_____	_____
5.	_____	_____	_____	_____	_____
6.	_____	_____	_____	_____	_____
7.	_____	_____	_____	_____	_____

Stage 1 - Elimination of Least Desirable Job Offer

Number of checks for each job offer: _____

Rank of most important job need checked: _____

Eliminated job offer: _____

Reason for elimination: _____

Rank of most important job need checked: _____

Eliminated job offer: _____

Reason for elimination: _____

FOR COUNSELING THIS WORKSHEET IS INTENDED TO BE USED AS A GUIDE IN MAKING YOUR JOB DECISION. DO NOT FEEL OBLIGATED TO ACCEPT ANY OF THE JOBS.

DATA FOR JOB SELECTION WORKSHEET - SAMPLE 1

JOB NEEDS

JOB A

JOB B

JOB C

Compensation

\$3.5 per hour
(1 year contract)

Start \$150 per
up to \$180 per w

fringe Benefits

Paid medical and hospital-
ization insurance. One
week vacation with pay,
two weeks after 3 years.
1/2 day each month sick
pay accumulated up to
ten days.

1. weeks o
vacation and
leave, transfer able
to next year. Profit
sharing.

Paid medical, hospi
alization and dental car
One week vacation with-
out pay. 13 Days of
sick leave.

3. Co-Worker Relations

Not interested in young
people.

Nice people.

Similar age and interests
(hard to determine).

4. Hours of Work

Work 40 hour week, M-F,
change shifts every two
weeks (7 a.m., 4 p.m.),
overtime averages five
hours per week

Work 40-hour week,
M-F, overtime averages
two hours per week.

Business hours, M-F.

5. Achievement

One step in product
development

Make a complete
product.

Make a complete product,
raises tied to
productivity.

DATA FOR JOB DECISION WORKSHEET - SAMPLE 2

JOB NEEDS

JOB A

JOB B

JOB C

1. Seniority

National institution of expanding product lines

National institution, division, seniority policy, no layoffs last 4 years

10 Years in expanding, policy

2. Responsibility

Manager assigns work for your area

Complete task assignment, using company procedures

Plan and complete jobs satisfactorily

3. Variety

Limited change in job duties, specialized

Rotate to different areas, products, same job functions

Variety of work available depending on what is undertaken

4. Working Conditions

Climate controlled, good lighting, music

Not air conditioned, occasional outdoor work

Air conditioned, undivided areas

5. Compensation

\$5.20 per hour, occasional overtime, raises strictly merit

\$5.20 per hour, average 2 hours overtime, standard raise

\$5.00 per hour, 25¢ raise after 4 months, occasional overtime, cost of living increases.

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LESSON 21

LESSON IDEA/SKILL:

How do I communicate my job decision?

OBJECTIVE: Students should be able to:

IDENTIFICATION:

MODULE 5, page 11

PHYSICAL MATERIAL NEEDED:

None

TEACHING TIME: 1/2 to 1 hour

IDEAS FOR TEACHING:

Discuss the importance of communicating with all employers who offered you jobs, not just the employer whose offer you accept. Present the strategies for the different situations job seekers normally encounter or present the situations and assist the class in developing appropriate communication strategy outlines.

CRITICAL LEARNING ACTIVITIES:

Students outline strategies for communicating job decisions.

EXAMPLE LESSON PLAN FOR LESSON 3

LESSON IDEA/SKILLS:

What do I want from a job?

OBJECTIVES: Students should be able to:

1. Identify their own important job needs
2. Complete a JOB NEEDS IMPORTANCE FORM

CONTENT SOURCE:

MODULE 1, pages 7 to 9.

OTHER MATERIAL NEEDED:

A copy of the JOB NEEDS IMPORTANCE FORM for each student.
Use Master.

TEACHING TIME: 1 hour

LESSON APPROACH (STIMULI)

Why do people seek employment?

(List answers on board)

Dollars, independence, new things, meet people, etc.

Why do you want a job or why will you get a job?

Is a job simply a means of obtaining something else?

No, hopefully not.

Can you expect some new things out of a job in addition to money?

Yes!

What might these be?

- Recognition, working with people, independence, etc.

How do people find the kind of job they seek?

Consider ability to do the job and satisfactions they expect.

SUMMARY AND OBJECTIVE:

Many people simply look for a job they can do and fail to consider what satisfactions the job will provide. If you want to get the most satisfying job you can, you must first know what you want from a job. Then, you can identify a job or jobs which will meet your needs.

Today, you are going to consider why you are looking for a job using the JOB NEEDS IMPORTANCE FORM.

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(Overhead (or handout): Example: JOB NEEDS IMPORTANCE FORM, page 8, MODULE 1.

Twenty job needs with brief descriptions are listed on this form.

- Are any of these so important to you that you would not take a job that does not meet them?
- Which of these needs are not important to you?
- Are your needs different than other peoples?

In order to identify your important job needs using the JOB NEEDS IMPORTANCE FORM, there are four basic steps you may want to keep in mind when completing these steps.

Steps

1. Look over all the listed job needs.

Key Points

1. Take time to carefully read all job needs and their descriptions.
2. Do you really understand each job need and how it is different than other job needs?
3. Are there any additional job needs that you want to write in the extra spaces? If so, write them in.
4. Circle the letter that best represents the importance of the job need.
5. Some needs may be equally important or unimportant, thus, would have the same letters circled.

Steps

Key Points

2. (Continued)

3. Rank the job needs in descending order of importance.

4. List your most important job needs

2c. Are there any changes in rating you want to make? If so, make them.

3a. Descending order means that your most important job need should be ranked as No. 1.

3b. Sometimes it is easier to start ranking from the least important to the most important need.

3c. Are there any changes you want to make? If so, make them.

4a. Based on your rating and ranking, list your important job needs in the spaces provided.

4b. Though space is provided for listing seven job needs, don't feel that you have to list exactly seven important job needs.

HANDOUT

Feel free to add any additional job needs you have. If you cannot finish in the remaining time take the form with you and complete it before class tomorrow. We will be using the forms later, so DO NOT LOSE THEM!

Handout

Yes, I will complete this form before class tomorrow.

EXAMPLE LESSON PLAN FOR LESSON 7

LESSON IDEA/SKILLS:

What is a personal data sheet and why should I prepare one?

JE. IVES: Students should be able to:

1. Describe what a personal data sheet is.
2. List at least four advantages of preparing a personal data sheet.

CONTENT SOURCE:

MODULE 2, pages 42 to 45.

OTHER MATERIALS NEEDED:

Copies of "Job Description Form - Personal Data Sheet", pages 43 and 44.

TEACHING TIME: 1 1/2 hours

LESSON APPROACH/METHODS:

Have you ever seen a personal data sheet? (You may have heard it called a resume) Where did you see it? How was it being used?

1. Discuss the importance of getting one's qualifications to an employer.

2. Read and discuss the "Job Description Form - Personal Data Sheet".

Objectives: To give an example of a personal data sheet and to have students to clarify what a personal data sheet is and why you should prepare a personal data sheet.

CONTENT: (Continued)

What information is contained in Jo Delano's.

Statement of position desired, personal information, job related skills, etc.

There are a number of reasons you should prepare a personal data sheet - why preparing a personal data sheet is a great investment!

1. Help in starting your job search.

Friends, others able to help you.
Mail to employers.

2. Aid when applying for jobs.

Accurate and complete information.
Preparation for interview

3. Allows you to apply for more jobs.

Requested or required for some jobs.
Mailing to distant employers.

Makes a good first impression.

Shows about a job if you make the effort to prepare a personal data sheet.
Demonstrates you are willing to do the job right!

What are other advantages?

A personal data sheet is a two page description of a person and his/her qualifications. We have discussed a number of the advantages or reasons for completing a personal data sheet. (REST OF PAGE)

It should be noted that a personal data sheet should be prepared for a particular job, not for jobs in general. The next step we want to make is determining how to prepare a personal data sheet.

DISCUSS

SAMPLE TEST ITEMS

This section contains 10 multiple choice test items on job seeking skills. These items are grouped by the five reading modules. Correct responses with content page references are provided on a sheet following the test items.

The items are included primarily as a sample of possible test items, not a fully validated test of job seeking skills. While not assessing all content within the reading modules, the items do sample critical knowledge areas or skills within each reading module. If desired, these items could be developed by the instructor into a test of job seeking skills, or they might be used in constructing other test formats (e.g., true-false, short answer).

These sample test items may be used in both planning and evaluating job seeking skills instruction. For planning purposes, these items may be used in developing a pre-test. The results of a pre-test would provide baseline information on the overall student level of job seeking skills preceding instruction. From this information individual and/or group instructional needs can be diagnosed. For evaluation purposes, these or similar items can be given to students upon completion of instruction. Such a test would measure student achievement as a result of this instruction. While the sample items provide adequate coverage of the content within each reading module, additional items will need to be written in order to assess student mastery of individual lessons.

MODULE 1 DECIDING ON THE JOB TO SEEK

1. Job seeking skills would not include
 - a. determining the best training opportunities.
 - b. identifying and using the appropriate sources of job opportunities.
 - c. completing job application procedures.
 - d. outlining one's personal job search strategy.
2. A job seeking skills is
 - a. deciding on the job to seek.
 - b. preparing a personal data sheet.
 - c. determining the best job offer.
 - d. all of the above.
3. Job seeking skills will
 - a. prevent you from taking a job too good for you.
 - b. help you get any job immediately.
 - c. help you get the best possible job.
 - d. increase your qualifications for a job.
4. Your job will not affect how
 - a. you feel about yourself.
 - b. you will be spending your leisure time.
 - c. whether or not your friends will like you.
 - d. others will see you.
5. Your job will affect
 - a. the kind of work you will do.
 - b. your general satisfaction with life.
 - c. your attitude about yourself.
 - d. all of the above.
6. The best reason for wanting to work is
 - a. to become rich.
 - b. to postpone or avoid further education.
 - c. to become independent of family.
 - d. to add meaning and satisfaction to your life.
7. A person's job needs
 - a. satisfy their own needs.
 - b. any deficiencies one would feel in the job.
 - c. certain drives that a person has, but is unable to express.
 - d. preferences which usually change from day to day on the job.

8. A common job need would not be
- good supervision and training.
 - freedom to do other people's jobs.
 - fair company policies and practices.
 - recognition for doing a good job.
9. In determining your important job needs, you should consider
- which needs are so important that you would quit a job if they stopped being satisfied.
 - which needs can be postponed until later.
 - how your needs may change five years from now.
 - all of the above.
10. The steps in selecting a job would not include
- identifying job possibilities.
 - evaluating job possibilities.
 - isolating job possibilities.
 - comparing the best job possibilities.
11. Identifying job possibilities can be done by
- brainstorming with others.
 - looking at the "Help Wanted" ads.
 - using "Occupational Information" reference books and pamphlets.
 - all of the above.
12. The priority factor to consider when evaluating job possibilities is
- how well you can satisfy the minimum requirements of each job.
 - the local worker demand and supply for each job.
 - how well each job satisfies your important job needs.
 - all of the above - all factors are equally important.
13. To determine which jobs will satisfy your important job needs, you would not
- write employers and request them to provide you a listing of the satisfactions their jobs will provide.
 - talk with persons who know what satisfactions certain jobs will provide.
 - use books that provide detailed information on jobs.
 - take the Minnesota Importance Questionnaire.
14. To determine the content of local and state job availability
- the state directory.
 - occupational profiles.
 - MOI computer system.

15. Your qualifications for a job are determined by
- how well you can satisfy the minimum worker requirements.
 - your expectations and needs for a job.
 - your past work experiences.
 - your current level of education.
16. A typical job requirement would not be
- certain skills and abilities.
 - specified racial status.
 - specific amount of education.
 - previous work experiences.
17. Information on job requirements cannot be found
- in the school or public library.
 - at the county welfare office.
 - through a placement counselor.
 - by talking to friends and relatives.
18. A factor you would not consider in selecting a job is
- the title and description of the job.
 - the availability of the job.
 - your qualifications for the job.
 - how well your important job needs would be satisfied.
19. If your job qualifications are just minimal, but there are more job openings than available job seekers, your chance of getting more than one job offer is
- slight.
 - fair.
 - good.
 - excellent.
20. An unrealistic job selection will probably result in
- an unrealistic job.
 - an unrealistic job search.
 - a frustrating and unsuccessful job search.
 - the worst possible job.

MODULE 2 - PREPARING AND USING A PERSONAL DATA SHEET

1. A personal data sheet (or resume) should be
 - a. a prepared form which can be substituted for an application form and is used only for high level jobs.
 - b. an organized type written account of a person's qualifications for a specific job or group of related jobs.
 - c. a notarized form of a person's vital statistics.
 - d. an organized written account of a person's education and work experiences.
2. The most important advantage of a personal data sheet is
 - a. the good first impression it will make on its readers.
 - b. its help in searching for job opportunities.
 - c. its help in the actual application procedures.
 - d. that it will allow you to apply for jobs not otherwise available to you.
3. The primary purpose of a personal data sheet is to
 - a. structure one's job qualifications and needs for a specific job.
 - b. verify your initial job selection.
 - c. impress person helping you locate job opportunities.
 - d. advertise and sell your qualifications to employers.
4. A personal data sheet should include
 - a. the same information usually requested on a job application form.
 - b. positive, job related information.
 - c. all positive information.
 - d. all job related information.
5. A personal data sheet should not list
 - a. the position or job area desired.
 - b. one's special, job-related skills.
 - c. one's desired salary.
 - d. one's previous work experience.
6. The Personal Information section of a personal data sheet
 - a. may, if you desire, contain information that the employer cannot legally request.
 - b. should include a complete personal history.
 - c. may compare you with other job seekers on critical personality traits.
 - d. should include any known medical conditions.

7. In the References section of a personal data sheet, the best persons to list would be
- social workers and teachers.
 - former employers.
 - civic leaders and clergy.
 - relatives, neighbors, and friends of the family.
8. The first step in preparing your personal data sheet is to
- complete or review the "Job Qualifications" worksheet for the desired job.
 - secure a typewriter.
 - determine your important job needs.
 - develop a sample outline with your English teacher.
9. In preparing your personal data sheet, it is not necessary to
- make a draft copy.
 - type a draft copy.
 - have your draft copy critiqued by others.
 - modify your draft copy.
10. In preparing your personal data sheet, it is critical that
- you address all job requirements, even ones you cannot satisfy.
 - you personally type your personal data sheet.
 - your personal data sheet has a consistent and extremely neat appearance.
 - your costs be kept to an absolute minimum.
11. After correcting the final copy of your personal data sheet, you would then
- send it to the employer whose job offer you are considering.
 - make copies to distribute to employers and others who might be able to help you.
 - use it as long as possible and then make a new copy.
 - give it to the person who is helping you.
12. You can distribute your personal data sheet by
- personally delivering it to employers.
 - mailing it out to employers.
 - personally delivering it to persons helping you locate job opportunities.
 - all of the above.

13. The primary disadvantage of personally delivering your personal data sheet is that
- you may be asked to elaborate on your qualifications, limitations and important needs.
 - you will not have an opportunity to gather any needed information.
 - the people will be annoyed that you personally contacted them.
 - it takes considerable time and reduces the time you have to explore other leads.
14. The primary advantage of mailing your personal data sheet to employers is that
- it requires little to no extra effort or planning on your part.
 - most employers will make you a job offer because of your mailing.
 - it will allow you to contact more employers than you could possibly visit in the same period of time.
 - a mass mailing will save you considerable money in your job search.
15. When mailing your personal data sheet to employers, you need not
- obtain a postage permit for your mail campaign.
 - develop a large (at least 10) list of employers to receive your personal data sheet.
 - identify the best person in each company to get your personal data sheet.
 - start the mailing at least one month before you need to have a job.
16. To identify the best employer contact persons, you might
- ask the persons helping you locate job opportunities.
 - telephone the companies and ask for the person's name.
 - use business directories or listings in your public library.
 - all of the above.
17. A cover letter for a personal data sheet is
- mailed with a personal data sheet to keep it from getting damaged.
 - sent one week before the employer will receive your personal data sheet.
 - a brief letter of explanation always sent with a mailed personal data sheet.
 - a detailed description and explanation of your personal data sheet.
18. Your personal data sheet's cover letter need not
- introduce your personal data sheet to the person.
 - develop the reader's interest.
 - specify your important job needs.
 - request a job interview.

19. How you prepare your cover letter will depend on

- a. whether you are mailing your personal data sheet on your own or you are sending it out as requested in a job ad.
- b. your personal style of letter writing--assertive or very modest.
- c. the number of employers to whom you are mailing your personal data sheets--few employers, different letters; many employers, standard letter.
- d. all of the above.

MODULE 3 - SEARCHING FOR JOB OPPORTUNITIES

1. Searching for job opportunities is primarily
 - a. obtaining and following up leads on possible jobs.
 - b. using various sources of job opportunities.
 - c. contacting employers concerning available jobs.
 - d. all of the above.
2. A source of job opportunities would not include
 - a. the county welfare board.
 - b. the civil service office.
 - c. window displays.
 - d. school staff or faculty.
3. Friends and relatives as sources will provide job opportunities that are
 - a. usually not as good as ones available through other sources.
 - b. not yet advertised or open to the public.
 - c. usually better than ones available through other sources.
 - d. usually just rumors and not definite job openings.
4. One drawback of using friends or relatives in locating job opportunities is that
 - a. they may try to persuade you to take a job different from your original job selection.
 - b. they will always expect you to return any favors given.
 - c. very few, if any, persons will know of any job opportunities.
 - d. the job opportunities identified are usually already taken by others.
5. The Minnesota Employment Services
 - a. is a public employment agency providing free services to all state residents.
 - b. has branch offices throughout the entire state.
 - c. provides comprehensive vocational testing on request.
 - d. all of the above.
6. The primary advantage of using the Minnesota Employment Services is
 - a. there is very little competition for the job listings.
 - b. its "Job Bank" system.
 - c. every employer in the state registers job openings with the M.E.S.
 - d. the service you receive is always extremely prompt.

7. The newspaper "Help Wanted" ads do not provide
- information about the local labor market.
 - detailed information on the duties and satisfactions of jobs listed.
 - many different kinds of job opportunities.
 - highly competitive job opportunities.
8. Advertisements in the "Help Wanted" ads are placed by
- employers.
 - private employment agencies
 - business schools.
 - all of the above.
9. A "blind ad" is a job advertisement
- which solicits applications from persons visually handicapped.
 - where the exact position or job title is not specified.
 - where the employer's name, address and telephone number are not given, just a P. O. Box.
 - none of the above.
10. When using the "Help Wanted" ads, a person must
- be on guard against trick advertisements just designed to get your money.
 - be prepared for intense competition for the jobs listed.
 - read the ads as soon as possible and contact employers immediately.
 - all of the above.
11. The most unique feature of your school counseling/placement office and its services is
- the extent of services provided.
 - the kinds of job opportunities available.
 - genuine interest in your getting the best possible job.
 - less competition for available job opportunities.
12. Private employment agencies
- are in the placement business as a livelihood.
 - serve only job seekers, not employers.
 - are chartered as non-profit agencies and, therefore, cannot charge beyond a minimum fee identical for all agencies.
 - can require you to pay a placement fee if you refuse to accept a job they found for you.
13. The primary reason for using several private employment agencies is that
- many agencies will have no job opportunities.
 - an agency probably will not give you more than one or two job opportunities to choose from.
 - most of the agencies will not have acceptable job opportunities.
 - employers will never use an agency more than once.

14. To decide whether or not you should use an agency, you could
- ask friends who used the agency.
 - call the Minnesota Department of Labor and Industry.
 - call the Better Business Bureau.
 - all of the above.
15. In dealing with employment agencies, it is essential that you
- verify with an employer whether or not the agency actually has this job listing.
 - follow all instructions, even those contrary to what you believe.
 - prepare to meet the agency personnel as you would for meeting an employer.
 - don't go out on a job interview unless you're ready to take the job offer.
16. Most "Fee Paid" agencies usually have a clause in the job seeker's contract which specifies that
- the job seeker must accept at least one of the job offers given through an agency.
 - the job seeker cannot use other agencies while using the services of an agency.
 - the job seeker will pay a portion of the placement fee if he/she quits the job before a certain period of time.
 - the job seeker should negotiate directly with employers to when he/she was referred for better job conditions.
17. Signing a contract with an employment agency usually means that you
- agree to most of the contract terms and clauses.
 - tentatively agree to the contract but can verbally override it later if necessary.
 - agree to all of the above clauses or terms.
 - none of the above.
18. A realistic search strategy mapped out prior to your actual search will
- lower your chances of getting sidetracked or pressured into taking a different or unacceptable job offer.
 - allow you to contact many more employers than you would otherwise contact.
 - automatically reduce the time needed to search for a job.
 - verify your goals and objectives set for your job search.
19. In developing your own search strategy, you would not need to consider
- which of the sources of job opportunities are most appropriate for you.
 - the overall level of industry in your state.
 - how many employers you should contact concerning possible employment.
 - how you will use the time you give to your search.

20. In determining how many job offers you can expect to receive, you would need to consider
- your qualifications for the job.
 - the local availability of the job.
 - your job seeking skills.
 - all of the above.
21. An inappropriate method of contacting employers would be
- mailing out your personal data sheet with a cover letter.
 - requesting employers to come visit you.
 - personally visiting employers.
 - requesting friends, relatives or placement personnel to set up interviews with employers for you.
22. Unless a person has little to no time to search for a job, a person should first contact employers who are likely to have
- minimally acceptable job opportunities.
 - only a few job opportunities.
 - the best job opportunities.
 - very many job opportunities.
23. If you are telephoning employers about job opportunities, you should
- first practice your telephone technique and manners.
 - know exactly what you want to say and the information you need.
 - speak directly with the person in charge of the section where the desired job is located.
 - all of the above.
24. Telephoning employers should be done
- during usual business hours--preferably mornings or right after the noon hour.
 - during the noon hour.
 - primarily on Mondays, Fridays or Saturdays.
 - only after normal working hours.

MODULE 4 - APPLYING FOR JOBS

1. The actual job application procedure would not include
 - a. questioning former employers.
 - b. filling out employment application forms.
 - c. taking employment tests.
 - d. completing an employment interview.
2. Preparation for meeting an employer is necessary if you are
 - a. just informally visiting with employer about possible employment.
 - b. formally interviewing for a specific position.
 - c. referred to an employer by a private or public employment agency.
 - d. all of the above.
3. Preparation for meeting an employer would not include
 - a. anticipating and preparing for questions you may be asked by the employer.
 - b. getting key facts about the employer.
 - c. developing a list of questions you need to ask the employer.
 - d. identifying all available positions the employer has.
4. When preparing yourself for meeting employers, you should
 - a. follow normal grooming and hygiene practices.
 - b. select clothing appropriate for position you are seeking.
 - c. get a good night's rest and avoid non-essential drugs.
 - d. all of the above.
5. Materials you should bring with you when meeting employers would not include
 - a. a pen, pencil and note paper.
 - b. your high school transcript and diploma.
 - c. copies of your personal data sheet.
 - d. your social security card/number.
6. An employer cannot legally use your answer to this question in the hiring selection process.
 - a. "Why did you leave your last job?"
 - b. "Are you currently married or divorced?"
 - c. "What are your major strengths and weaknesses?"
 - d. "What do you see yourself doing five years from now?"
7. An inappropriate question to ask an employer would be
 - a. "What kind of training or supervision is available?"
 - b. "What would my co-workers be like?"
 - c. "What are the penalties for stealing?"
 - d. "What hours would I be working?"

8. If you know you will be unable to arrive at an employer's office at the appointment time, you should
- try to reschedule the interview.
 - get to the employer's office as soon as possible, no matter how late.
 - call ahead and explain your situation to the employer.
 - be sure to write a letter of apology to the employer.
9. The primary reason for arriving at the employer's office a little before the appointment time is that you can
- ask the secretary or receptionist about the person you are to see.
 - relax, get yourself together and check your appearance.
 - visit with employees about the company.
 - make any needed last minute telephone calls.
10. The main purpose of employment application forms is to
- gather information to determine the best potential employee.
 - meet equal employment opportunity standards.
 - limit the number of persons considered for different jobs.
 - discourage persons who are not very serious about getting jobs.
11. The effect of your employment application form is primarily determined by
- how neatly and accurately you complete it.
 - your creativity and originality in completing it.
 - the number of references listed.
 - the time it takes you to complete it.
12. Information not usually requested on employment application form is
- your complete name address and telephone number.
 - persons you do not want the employer to contact
 - schools attended, dates of graduation, subjects, and extracurricular activities.
 - the position(s) you desire.
13. Previous employment information requested on application forms may include the name and address of employer, job title,
- job duties, and dates of employment.
 - dates of employment, and reason for leaving, and supervisor's name.
 - job duties, dates of employment, reason for leaving, wages received, and supervisor's name.
 - job duties, dates of employment, and reason for leaving.

14. In completing application forms, it is generally to your advantage to
- answer all applicable questions even ones which are of questionable legality.
 - leave inappropriate questions blank.
 - attempt to answer all questions, even ones not applicable to you.
 - answer only those questions which are appropriate and legal to ask.
15. The purpose of employment tests is to
- predict a person's ability to perform a job.
 - eliminate persons who will not be able to perform the job.
 - measure certain abilities and/or character traits.
 - all of the above.
16. While a "speed" test measures how fast you can do something, a "power" test measures your
- power of concentration.
 - physical endurance.
 - capacity for abstract thinking.
 - extent or level of certain skills or knowledge.
17. Preparation for employment testing would not usually include
- practicing the necessary skills.
 - getting a copy of the test beforehand.
 - using test-anxiety reducing procedures.
 - using available test preparation manuals.
18. When taking an employment test, it is critical that you
- read the instructions very carefully.
 - always work as slowly as possible.
 - never guess on questions you don't know.
 - all of the above.
19. An employment interview is not
- an informal visit with an employer about job opportunities.
 - a formally arranged appointment with an employer.
 - any kind of "face to face" communication with an employer concerning employment.
 - an opportunity to develop your job qualifications.
20. The employment interview actually starts
- with the interviewer's first question.
 - the moment you enter the employer's business.
 - the moment you meet the interviewer.
 - with your first response or action.

21. During the employment interview, it is critical that you
- follow the interviewer's lead.
 - continuously sell yourself and your qualifications.
 - secure the needed information about this job.
 - all of the above.
22. The best response to the interviewer's question, "Why do you want this job?" is
- a brief explanation of what you like about the job, why you can do the job, and what you hope to accomplish.
 - "The starting pay and company benefits are the best in the business."
 - "I feel my chances of advancing are very good with this job."
 - a brief explanation of your job needs and how the job meets them.
23. If the interviewer asks personal questions that do not relate to the job sought, you can
- answer the questions without confronting the interviewer.
 - answer the questions, but afterwards ask the purpose of such questions.
 - politely decline to answer the questions.
 - all of the above.
24. During a job interview, get the answers you need about the job by
- asking the interviewer to be as candid as possible.
 - questioning the interviewer on any unclear points.
 - asking questions when invited or following your responses with questions.
 - all of the above.
25. If the interviewer makes you a job offer which is totally unacceptable, you should
- ask the interviewer for time to consider the offer.
 - graciously turn down the offer without being too specific.
 - be very clear about why the job offer is unacceptable.
 - probably re-evaluate your original job selection process.
26. A common signal of the interviewer's end would not be
- the interviewer asking you about current events.
 - the interviewer looking at his/her watch or the wall clock.
 - the interviewer asking how to reach you.
 - the interviewer standing up.
27. At the close of the interview, you should
- start asking the questions you need answered.
 - clarify the method of checking back with the interviewer.
 - discuss your job qualifications in detail.
 - all of the above.

28. After completing an interview, you should not
- be critical in evaluating your interview performance.
 - thank the interviewer.
 - wait before scheduling other interviews with other employers.
 - expect any position response for at least a week.
29. An interview follow-up letter should
- summarize your job qualifications and job needs.
 - be sent only if requested by the interviewer.
 - express thanks and interest and point out any qualifications not discussed in the interview.
 - include any questions you still have.
30. If an interviewer does not contact you about a job offer on the specified date,
- automatically reject the job if later offered.
 - wait a week and then contact other employers.
 - wait a day and then call the interviewer.
 - expect to hear from the interviewer.

MODULE 5 - DECIDING ON A JOB OFFER

1. If a person can realistically expect only one job offer, this person should
 - a. still attempt to get as many job offers as possible, before deciding on a job offer.
 - b. try to negotiate for the best possible job offer.
 - c. critically evaluate possible options before refusing any job offer.
 - d. ask for time to decide before accepting any job offer.
2. Factors you would consider when requesting time to decide on a job offer would not include
 - a. your important job needs.
 - b. the time the employer is likely to give you to decide.
 - c. the time needed to get remaining number of expected job offers.
 - d. how well this job offer compares with previous and expected job offers.
3. The absolute maximum time a person should request an employer to give for making a decision would be
 - a. 24 hours.
 - b. 48 hours.
 - c. one week.
 - d. two weeks.
4. An unacceptable explanation or request for time to decide would be
 - a. "I want to explore other job opportunities before committing myself."
 - b. "I have other interviews to which I am committed later in the week."
 - c. "I would like to think over the job offer tonight and will call tomorrow."
 - d. "I would like to discuss this matter with my family."
5. In requesting time to decide on a job offer, it is crucial that you
 - a. be flexible in your time request.
 - b. be positive about the job offer.
 - c. remain firm in your time request.
 - d. point out the disadvantages of the job offer which you need to consider.
6. Negotiating for the best possible job offers is
 - a. actually auctioning your qualifications to the highest bidder/employer.
 - b. attempting to persuade employers to improve their original job conditions.
 - c. a difficult and delicate process not appropriate for all job seekers.
 - d. all of the above.

7. In order to negotiate with employers, it is not necessary that
 - a. the employers have indicated a willingness to negotiate beforehand.
 - b. you have received at least two job offers.
 - c. you have sufficient time to negotiate.
 - d. the conditions of the job can be changed.
8. The best employer to start negotiating with is the one
 - a. with the least acceptable job offer.
 - b. with the latest deadline.
 - c. with the earliest deadline.
 - d. first contacted.
9. In negotiating for the best possible job offers, it is important that you
 - a. constantly update employers on the latest improved job conditions.
 - b. try to get more time to decide with each improvement.
 - c. don't start negotiations until after your last job offer.
 - d. do not attempt to over negotiate and possibly lose all acceptable job offers.
10. The best strategy for selecting the best job offer would be to
 - a. select the job offered by the nicest interviewer or best company.
 - b. take the job that starts the earliest.
 - c. take the job for which you are best qualified.
 - d. select the job offer that best meets your important job needs.
11. The selection process may get complicated because
 - a. employers may offer different conditions.
 - b. employers may use different terms or schedules
 - c. needs may not be satisfied to the same degree.
 - d. all of the above.
12. An hourly wage of \$3.00 is roughly equal to a monthly salary of
 - a. \$720.
 - b. \$600.
 - c. \$510.
 - d. \$475.
13. If your important needs are all equally important, you would probably select the job offer which
 - a. satisfies only a few needs, but the most important needs.
 - b. satisfies the greatest number of needs.
 - c. satisfies all least important needs.
 - d. none of the above.

14. After selecting the best job offer, your immediate task is to
- evaluate your selection.
 - attempt additional negotiations.
 - inform the employers of your job decision.
 - stop searching for other job opportunities.
15. When communicating your job decision, you would normally
- immediately notify the persons whose job offers you are turning down.
 - first contact the persons whose job offer you will be taking.
 - contact the persons in the order of their job decision deadlines.
 - contact the persons in the same order that you originally contacted them.
16. The best method of contacting the employer whose job offer you are accepting is
- a letter of acceptance.
 - a personal visit, if transportation is available.
 - a brief telephone call to the receptionist or secretary.
 - none of the above.
17. In contacting those employers whose job offers you plan to reject, it is important that you
- make one last attempt to negotiate.
 - make it very clear why the offer is unacceptable.
 - remain firm in your decision, but express appreciation for the given offer.
 - treat your decision as tentative and open to discussion and change.

Answers and Page References for Sample Test Items

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CITED MATERIALS

Brief descriptions are given below for materials cited under "OTHER MATERIALS NEEDED" in the previous lesson guides.

Reference Books and Pamphlets

Title: Concise Handbook of Occupations
Author: Costello, Joan M. and Wolfson, Rita P. (Eds.)
Publisher: J. G. Ferguson Publishing Company, Chicago, Illinois
Date: 1971
Description:

This book contains information on 305 occupations ranging in educational requirements from an eighth grade certificate to a Ph.D. The occupations are listed alphabetically, and are coded according to prime interest (people, data, things). Each job description is on a single page and includes the following information: type of work done, necessary personal qualities, educational requirements, average earnings, working conditions, advancement possibilities, and long-range employment outlook. It contains many pictures and has an index of job titles with D.O.T. numbers. This book is recommended for any person desiring information on various occupational choices.

Title: Dictionary of Occupational Titles
Author: United States Department of Labor
Publisher: United States Printing Office, Washington, D.C.
Date: 1965
Description:

This reference book is a four volume set and is intended for use by guidance and employment counselors. It describes nearly all presently available job positions (over 40,000 job titles) in the U.S.A. The first volume gives a brief descriptive summary of the primary duties of each job title. The second volume describes the requirements of jobs with similar "Worker Trait Arrangements"--different combinations of the degree to which a worker deals with people, data, and things. The requirements listed include educational background, training time, aptitudes, interests, critical physical demands, and working conditions. The third volume is very similar to the second volume, but lists requirements for individual job titles. The fourth volume converts the former job titles into "non-sexist" job titles. Due to its complex indexing, the D.O.T. is not recommended for unsupervised student usage. It is probably the best and most comprehensive listing available of job titles and descriptions.

Title: Education and Work (Pamphlet Series 0 467-545, through 549)
Author: Bureau of Labor Statistics, United States Department of Labor
Publisher: United States Printing Office, Washington, D.C.
Date: 1973
Description:

This series consists of five pamphlets. Each pamphlet provides information on certain occupations requiring the same minimum level of education. The five educational levels are (1) some high school (2) high school graduate, (3) apprenticeship program, (4) junior college, technical institute or other specialized training, and (5) college degree.

The information provided on each occupation comes from the Occupational Outlook Handbook. For each listed occupation, information is given on the number of workers in 1970, the needed qualifications and training, and the employment opportunities and trends to 1980. Because the information is presented in a very straightforward manner, this pamphlet series is strongly recommended for direct student usage.

Title: Encyclopedia of Careers and Vocational Guidance
Author: Hopke, William E. (Ed.)
Publisher: J. G. Ferguson Publishing Company, Chicago, Illinois
Date: 1967
Description:

This is a comprehensive two volume reference book designed for use by high school students, teachers, and counselors. The first volume (the volume of concern) provides a wide coverage of specific career opportunities and information on major occupational groupings or career fields. This book is divided into two sections. The first section, "You and Your Career," includes topics: learning about yourself and your goals, where to go for further information, using test results in vocational planning; how to find a job, and the future world of work. The second section, "Career Fields," describes many various occupational groupings starting with Advertising and ending with Truck Transportation. Each occupational description is written by a field expert. This book also contains a listing of accredited colleges and universities and bibliography of books for each career field. Brief discussions, with relevant bibliographies, are provided on the topics of career planning, preparing for college, and scholarships. The reading level is indicated to be at the junior high school level. This book is strongly recommended for use with high school students.

Title: Handbook of Job Facts (Fifth Edition)
Author: Lang, Carole J.
Publisher: Science Research Associates, Inc., Chicago, Illinois
Date: 1972
Description:

This book is designed for ready use by high school students, teachers, counselors, and especially job seekers. It contains information on 300 major expanding occupations. The occupations are listed alpha-

betically. Information on each occupation is listed in chart form and includes duties, where employed, number of workers, education and training, special qualifications, ways to enter field, chances of advancement, earnings, and worker supply and demand. Additional references are provided at the end of the book. This book is recommended for any person desiring information on occupations..

Title: Occupational Outlook Handbook 1976-77 Edition
Author: Bureau of Labor Statistics, United States Department of Labor
Publisher: United States Printing Office, Washington, D.C.
Date: July 1976
Description:

This book is designed for use by high school students, teachers, and counselors. This Handbook, which is published bi-yearly, provides information for over 800 occupations requiring different levels of education and training. The listing of occupations follows the indexing of the Dictionary of Occupational Titles. The information for each occupation includes the nature of work, earnings, job prospects during the 70's, and education and training requirements. The book also contains a section on tomorrow's jobs. This book is strongly recommended for use with high school students.

Vocational Tests and Other Instructional Aids

Title: General Aptitude Test Battery (GATB)
Author: Manpower Administration, United States Department of Labor
Publisher: United States Printing Office, Washington, D.C.
Description:

See page 12 for a brief description of the GATB. A reduced printout of sample test results is shown on page 190.

Title: Minnesota Importance Questionnaire (MIQ)
Author: Lofquist, Lloyd H., Davis, René V., et al.
Publisher: Vocational Psychology Research, Elliott Hall,
University of Minnesota, Minneapolis, Minnesota 55455
Description:

See pages 11-12 for a brief description of the MIQ. A reduced printout of sample test results is shown on page 191.

Title: Minnesota Occupational Information System (MOIS)
Author: Minnesota Occupational Information System
Publisher: Minnesota Occupational Information System
American Center Building, Room 607
150 East Kellogg Boulevard
St. Paul, Minnesota 55101
Description:

See page 192 for a detailed description of MOIS.

REPORT ON THE GENERAL APTITUDE TEST BATTERY (GATB), FORM H-1002-B

	OBTAINED STANDARD SCORE	OBTAINED SCORE +1 S.E.M.	5	6	7	8	9	0	1	2	3	4	5
G--GENERAL LEARNING ABILITY.....	113	119	.	.	.	.	.	.	---	---	.	.	.
V--VERBAL ABILITY	119	125	.	.	.	.	.	.	---	---	.	.	.
N--NUMERICAL ABILITY	89	95	.	.	.	---	---	.	.	.	.	.	.
S--SPATIAL ABILITY	107	115	.	.	.	.	---	---	.	.	.	.	.
P--FORM PERCEPTION	89	98	.	.	.	---	---	.	.	.	.	.	.
Q--CLERICAL PERCEPTION	103	112	.	.	.	.	---	---	.	.	.	.	.
K--MOTOR COORDINATION	78	85	.	.	---	---	.	.	.	.	.	.	.
F--FINGER DEXTERITY	47	59	---	.	.	.	.	.	.	.	.	.	.
M--MANUAL DEXTERITY	53	64	---	.	.	.	.	.	.	.	.	.	.

THE GATB SCORES OF THIS INDIVIDUAL EQUAL OR EXCEED THOSE OF WORKERS JUDGED TO BE SATISFACTORY ON THE FOLLOWING OAPS(GROUPS OF OCCUPATIONS). HOWEVER, THE INDIVIDUAL MAY OR MAY NOT QUALIFY FOR SPECIFIC OCCUPATIONS INCLUDED IN THE OAP SINCE THE GATB QUALIFYING NORMS FOR A SPECIFIC OCCUPATION MAY BE DIFFERENT THAN THE OVERALL OAP NORM. IF HE IS QUALIFIED ON THE BASIS OF FACTORS OTHER THAN APTITUDES, THERE IS A GOOD PROBABILITY THAT HE WILL DO WELL ON THESE JOBS.

- 3 9 10 11 17 22 23 24 39 41

THE GATB SCORES ARE CLOSE TO THOSE OF WORKERS JUDGED TO BE SATISFACTORY ON THE FOLLOWING OAPS(GROUPS OF OCCUPATIONS). AS FOR THE ABOVE OAPS, THE INDIVIDUAL MAY OR MAY NOT QUALIFY FOR SPECIFIC OCCUPATIONS INCLUDED IN THE OAP. THE CHANCES OF HIS DOING WELL IN THE FOLLOWING GROUPS OF OCCUPATIONS ARE SOMEWHAT LOWER THAN FOR THE ABOVE GROUP.

- 14 16 18 25 30 34 38

THE PROBABILITY OF THE INDIVIDUAL BEING SATISFACTORY IN THE FOLLOWING GROUPS OF OCCUPATIONS IS LOW AND HE USUALLY SHOULD BE CONSIDERED FOR OTHER JOBS WHICH UTILIZE HIS STRONGER APTITUDES. HOWEVER, THE INDIVIDUAL MAY QUALIFY FOR SPECIFIC OCCUPATIONS IN THE FOLLOWING OAPS EVEN THOUGH HE IS NOT QUALIFIED FOR THE OVERALL OAP. CHECK THE APTITUDE SCORE NORMS FOR SPECIFIC OCCUPATIONS WHICH ARE SUGGESTED ON THE BASIS OF OTHER RELEVANT FACTORS.

- 1 2 4 5 6 7 8 12 13 15 19 20 21 26 27 28 29 31 32 33 35 36 37 40 42
- 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62

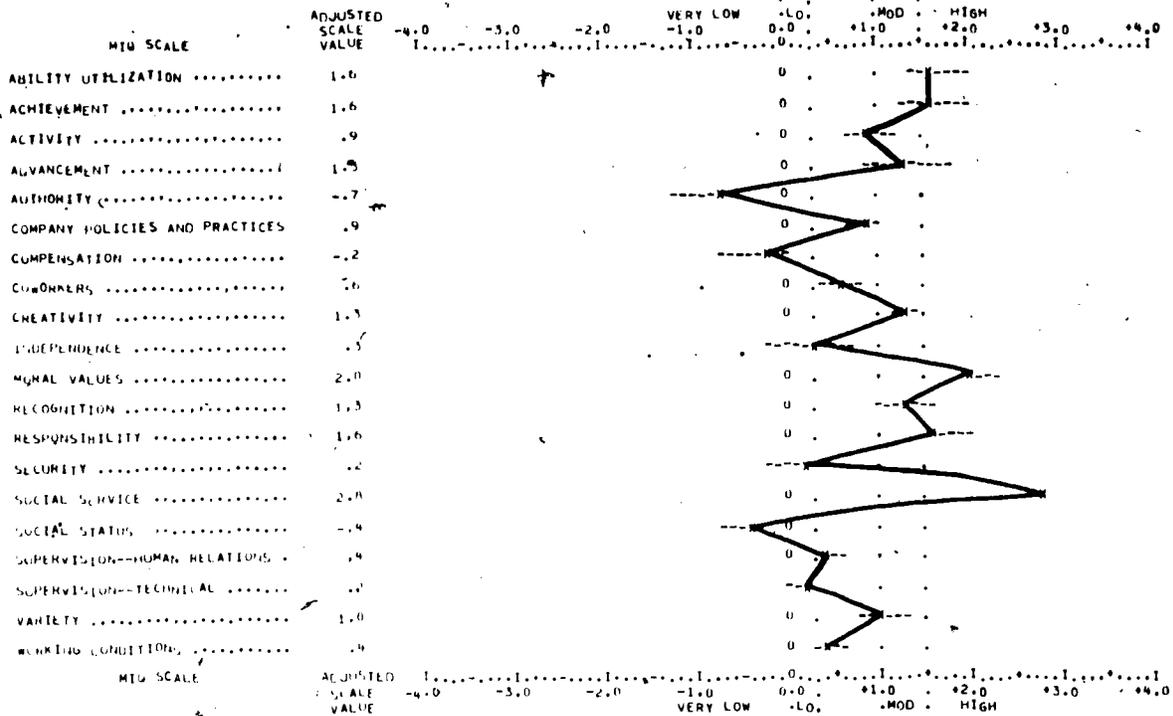


REPORT ON THE MINNESOTA IMPORTANCE QUESTIONNAIRE (MIQ)

DATE-- 03/13/74

NAME-- SAMPLE REPORT

VALIDITY SCORE (TOTAL CIRCULAR TRIADS) = 83
INVALID RESPONSE RANGE BEGINS AT 255.
MIQ IS VALID.



CORRESPONDENCE REPORT FOR SAMPLE REPORT

DATE-- 03/13/74

MIQ PROFILE IS COMPARED WITH OCCUPATIONAL REINFORCER PATTERNS (ORPS) FOR 148 OCCUPATIONS, REPRESENTING 437 OCCUPATIONAL TITLES. THIRTY SEVEN ARE THE 10 MOST SIMILAR AND THE 50 MOST DISSIMILAR OCCUPATIONS. CORRESPONDENCE IS INDICATED BY THE C-INDEX. A PROJECTION IS SATISFIED (S) FOR RESULTS FROM C-INDEX VALUES LESS THAN 10, LIKELY SATISFIED (L) FOR C-INDEX VALUES OF 10 TO 19, AND NOT LIKELY SATISFIED (N) FOR VALUES OF 20 OR MORE. CLUSTER MEMBERSHIP, BASED ON THE SIMILARITY BETWEEN ORPS IS INDICATED FOR EACH OCCUPATION. FOR DETAILED INFORMATION ON THE ORPS FOR EACH OCCUPATION AND THE 12 OCCUPATIONAL CLUSTERS, SEE VOLUMES I AND II OF OCCUPATIONAL REINFORCER PATTERNS.

SO	MOST CORRESPONDENT	C-INDEX	PRED.	ORP REF. VOL., PAGE	CLUSTER	50 LEAST CORRESPONDENT	C-INDEX	PRED.	ORP REF. VOL., PAGE	CLUSTER
	CASEWORKER	5	S	1:46	XI	PIPEFITTER	15	L	1:124	VIII
	COUNSELOR, SCHOOL	6	S	1:60	XI	SERVICE REP., TELEPHONE	15	L	1:128	V
	COUNSELOR, VOCAT REHAB	6	S	1:62	XI	HEAVY EQUIP OP (CONSTR)	15	L	1:86	VII
	TEACHER, ELEMENTARY	6	S	1:162	XI	ACCOUNT CLERK, MANUFACT	15	L	1:22	III
	TEACHER, SECONDARY	6	S	1:164	XI	SALESMAN, AUTOMOBILE	15	L	1:140	VIII
	LIBRARIAN	7	S	1:92	X	STAT-MACHINE SERVICEMAN	16	L	1:134	IX
	OCCUPATIONAL THERAPIST	7	S	1:110	XII	ROOFER	16	L	1:114	VII
	COUNSELOR (EMP AGENCY)	7	S	1:154	IX	PHARMACIST	16	L	1:118	X
	TEACHER, ADULT EDUCATION	7	S	1:138	IX	CREW-MACH OPERATE, PROD	16	L	1:152	IV
	BEAUTY OPERATOR	8	S	1:40	IX	CEMENT MASON	16	L	1:48	VII
	PHYSICAL THERAPIST	8	S	1:122	X	WAITER-WAITRESS	16	L	1:174	V
	ARCHITECT	8	S	1:28	XII	TOOL-AND-DIE MAKER	16	L	1:148	VIII
	FLORAL DESIGN (FLOPST)	8	S	1:64	XI	BRICKLATER	16	L	1:44	VII
	SALESMAN, LIFE INSURANCE	8	S	1:116	XII	NURSE AID	16	L	1:104	VI
	INTERIOR DESIGN-DECORATOR	8	S	1:76	XII	BARTENDER	17	L	1:38	V
	PHOTOGRAPHER, COMMERCIAL	8	S	1:106	XI	LINEMAN (TELEPHONE)	17	L	1:84	IV
	SHOE REPAIRMAN	9	S	1:130	IX	USHER (THEATER)	17	L	1:150	V
	SALESMAN, REAL ESTATE	9	S	1:144	IX	TELLER (BANKING)	17	L	1:168	V
	RECEPTIONIST, CIV SERV	9	S	1:138	I	MARKER	17	L	1:98	III
	TEACHER AIDE	9	S	1:140	I	PUNCH-PRESS OPERATOR	18	L	1:134	III
	INSTRUCTOR, VOC SCHOOL	9	S	1:88	XII	ASSEMBLER, SMALL PARTS	18	L	1:28	III
	CLAIM ADJUSTER	9	S	1:50	IX	AIRCRAFT MECHANIC, LINE	18	L	1:22	II
	STATISTICIAN, APPLIED	9	S	1:158	X	TAXI DRIVER	18	L	1:136	II
	EMBALMER	9	S	1:74	X	FIRE FIGHTER	18	L	1:84	VI
	NURSE, PROFESSIONAL	9	S	1:108	I	KEY-PUNCH OPERATOR	18	L	1:40	III
	ENGINEER, TIME STUDY	9	S	1:82	X	MAKER	18	L	1:36	III
	SECRETARY (GEN OFFICE)	9	S	1:126	X	BUS DRIVER	18	L	1:42	V
	TV SERVICE-AND-REPAIRMAN	9	S	1:166	IX	COMPOSITOR	18	L	1:52	II
	INSTRUCTOR, VOCAT TRAIN	9	S	1:74	XI	MAID (HOTEL)	18	L	1:94	V
	SALESPERSON, FURNITURE	9	S	1:118	IX	ORDERLY	18	L	1:14	V
	POLICEMAN	9	S	1:120	I	TELEPHONE OPERATOR	19	L	1:144	V
	SALES, GENERAL HARDWARE	9	S	1:120	IX	LITHO PRESS PLATE-MAKER	19	L	1:60	IX
	ENGINEER, CIVIL	9	S	1:76	X	SALESPERSON, LIQUOR	19	L	1:122	V
	ELECTRICAL TECHNICIAN	10	L	1:68	IX	PLASTERER	19	L	1:108	VII
	ACCOUNTANT, C.P.A.	10	L	1:18	XII	CASHIER-CHECKER	19	L	1:48	III
	SALES, SPORTING GOODS	10	L	1:124	IX	BOOKBINDER	19	L	1:38	III
	RADIOLOGIC TECHNOLOGIST	10	L	1:136	I	LINOTYPE OPERATOR	20	N	1:86	II
	PERSONNEL CLERK	10	L	1:104	IV	SOLDERER (PRODUCT LINE)	20	N	1:132	III
	WRITER, TECH PUBLICATION	10	L	1:178	X	AIRCRAFT MECHANIC, SHOP	20	N	1:24	II
	ACCOUNTANT, COST	11	L	1:18	X	MAIL CARRIER	21	N	1:96	V
	OPTOMETRIST	11	L	1:100	XII	AUTO SEAT COVER INSTALL	21	N	1:32	III
	SALESPERSON, DEPT STORE	11	L	1:148	IV	SEW-MACH OPERATOR, AUTO	21	N	1:152	III
	HEPOSSESSOR	11	L	1:112	VIII	MEAT CUTTER	22	N	1:100	III
	AUTO SERVICE STN ATTEND	11	L	1:34	IX	TRUCK DRIVER	22	N	1:170	III
	AUTOMOBILE MECHANIC	11	L	1:32	IX	BATTERY ASSEMBLER	23	N	1:36	III
	CLAIM EXAMINER	11	L	1:52	I	ASSEMBLER-ELECTRIC EQUIP	23	N	1:26	III
	TRIPMST, CIVIL SERVICE	11	L	1:172	I	ATPLANE CO-PILOT, COM	23	N	1:26	VI
	ENGINEER, MECHANICAL	11	L	1:78	X	ASSEMBLER, PRODUCTION	24	N	1:30	III
	PROGRAMMER (BUSINESS/SCI)	11	L	1:132	X	POST-OFFICE CLERK	24	N	1:110	V
	COLLECTOR-BILL COLLECTOR	11	L	1:50	X	BOTTLER, BREWERY	25	N	1:42	III

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MOIS. What is it?

Minnesota Occupational Information System (MOIS) is a new state service designed to provide comprehensive occupational information to Minnesota residents. Access to this information will assist persons in all stages of career exploration by offering insights which will aid them in making career decisions.

Minnesota is one of eight states to receive a federal grant from the U.S. Department of Labor for the development of such information systems. It is based on a similar project in Oregon, now in its fourth year.

MOIS will be introduced in secondary and post secondary educational facilities utilizing the interactive computer terminal network of the Minnesota Educational Computing Consortium. There are over 1300 such terminals located throughout the state in a variety of educational institutions.

Following this introduction, MOIS will be available to any private or public organization wishing to offer this service to its clients.

MOIS is current, accurate and locally relevant occupational information.

MOIS will provide information on approximately 300 occupational classifications, representing a majority of the jobs currently in the Minnesota occupational structure. Information on each occupation will include predicted employment outlook as well as data on entry and training requirements, required skills, duties, working conditions, salaries, advancement potential and related fields.

This information is being compiled with an emphasis on accuracy. It is based on intensive analyses of Minnesota labor market statistics, as well as staff contacts with individuals in each occupation. As a result, MOIS' information serves as an accurate indicator of the local labor market situation.

Also, due to the ease with which data can be changed on the computer, MOIS information can be updated quickly and inexpensively.

MOIS is meaningful occupational information.

But MOIS is more than just statistics. It is information designed to be meaningful to the user of the system as well as an important tool in career guidance.

MOIS offers two individualized approaches to career exploration. The first involves a direct request for information on an occupation. The second involves the use of "QUEST", a copyrighted questionnaire developed by the University of Oregon. With "QUEST", the user interacts with a series of questions regarding his or her self-assessed interests and abilities for work. Through "QUEST", the user can select a range of occupations which he or she would be likely to find acceptable. Many times, "QUEST" identifies a number of occupations with which the user is unfamiliar, offering additional avenues for career exploration.

MOIS is helpful occupational information.

"QUEST" and the occupational descriptions are only part of the career exploration resources supplied by MOIS. To assist the user further, MOIS offers the following additional information:

A RESOURCE FILE: This file features a list of where the user might obtain first hand experience with an occupation. The resource file consists of three parts.

The visit file is a list of individuals who have volunteered to visit with anyone interested in learning about their particular occupation. These visits may take the form of individual meetings, group discussions, or when possible, on-the-job visits.

There is also a list of existing career centers or fairs sponsored by local schools, businesses, or industries.

The user may also be referred to the Boy Scouts of America "Exploring" program which provides a wide variety of career exploration programs.

A BIBLIOGRAPHY: A bibliography cites numerous sources of further information on specific occupations.

AN EDUCATIONAL FILE: Developed by the Minnesota Higher Education Coordinating Board in cooperation with MOIS, this file specifies public two year post-secondary educational institutions where appropriate training can be obtained. A list of costs and services is included.

MOIS is coming soon.

In January, 1977, MOIS will be available for purchase by any organization wishing to contract this service. Where Minnesota Educational Computing Consortium terminals are unavailable, an alternate delivery system will be offered.

Through widespread use of both systems, the goal of MOIS is to become readily accessible to any Minnesota resident desiring occupational information.