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My* Two Cents On Getting & Keeping a Job

Ziv Carmon, INSEAD

(*borrowing heavily from others)

General Career Advice

- **Advice is of limited value ...**
 - Know strengths & weaknesses
 - Find own path
- **That said:**
 - Learn from others' experience
 - Create 'reasons' for you & avoid reasons against
 - **Limit** what you do; do those things well
 - Clearly contribute to important efforts
 - Postpone leaving nest
 - Be a 'good person'

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What we Seek in Potential Colleagues

- Tenacity
- Fit
 - Comfort
 - Unique skills
 - No obvious flaws
- Strengthen Dept.
 - Build resume
 - Do interesting & important work
 - Start research ASAP
- A good (ideally fun) person

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Prepare for Interviews

- Practice presenting!
 - Dept, other dept's & schools
 - Different types of audience
- Prepare
 - Polished & effective presentation
 - Dress well
 - Prepare alternatives Contingencies
 - Food, drink, pen, names & phone numbers...
 - Questions
 - Expectations of new faculty.
 - What's life like for new faculty (expectations, support,...)?
 - What do you like most about working here?
 - What made you decide to accept a job here?
 - How do you like living here?
- Follow up
 - Take notes & send customized individual thank you letters

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Interviewing

- Keep in mind
 - Snap judgements
 - Attributions
 - Interviewers probably sitting in a small room listening to many other presentations.
 - Many tune out after 5 minutes no matter what. Provide some quick take-aways
 - Be careful responding to 'comfort questions' (gender, ethnicity, nationality..)
- Deliver polished presentation
 - Look people in the eye.
 - Answer questions succinctly.
 - Prepare snappy, short, & medium-length answers to the standard questions.
 - Be flexible
 - Try to relax

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What to Display in Interviews

- Personality (be someone I want to work with)
- Enthusiasm for school & your work
- Familiarity with school & faculty
- Relevance (personal info can be good)
- Subtle respect
- Some evidence of low teaching risk (especially if introverted)

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Research

- Ideas everywhere
 - Life
 - Popular news
 - Students, executives
- Aim high
- **Collaborate** (like-minded people, complementary skills)

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Publishing

- To contribute a paper must change mind/behavior of a stakeholder
- Surprise very important (seek “that’s neat” reactions)-- something well known but not surprising offers little contribution.
- Like beauty, interest is in eye of beholder, but critical
- Reviewers seek reasons to reject
- Position & motivate effectively
- Define your contribution.
- Don’t annoy reviewers & editors
 - Listen!
 - Be modest
 - Be generous -- when in doubt cite (others)
 - Mind contribution to length ratio
 - Proof carefully
- When revising do more than requested

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Teaching

- No need to excel initially
- Minimize risk of major screw-ups
- At first, mimic someone
- Use charm / social skills
- Invest
- Display confidence

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Good Luck ...

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