

Get Hired 'Right' Out of College – Move Seamlessly from Classes to Career

New book offers step-by-step plan for discovering the career students were born to pursue

Reduce your anxiety and frustration over picking the right major.

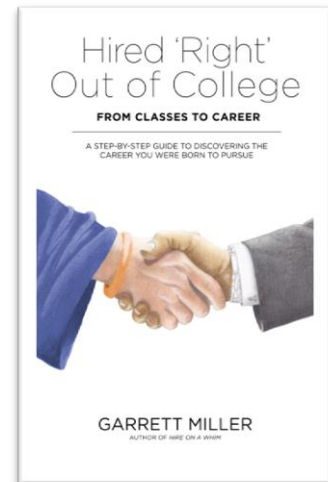
There is a simple formula for discovering and confirming the career that is right for you. Successful students learn to discover and confirm their strengths and then evaluate the career path that most reflects their interests and aptitudes. The steps outlined in *Hired 'Right'* are essential, and the earlier they are completed, the more focused and motivated a student will become.

In *Hired 'Right' Out of College – From Classes to Career* (Dog Ear Publishing, 2012), workplace productivity coach and hiring guru GARRETT MILLER presents a step-by-step process for helping students to enjoy a more successful college experience. These time-tested ideas will have students engaged and excited in the process of self-discovery. Surveys show that many students will change majors two to three times and most will take six years to obtain a four-year degree. Continuing this trend, graduates in their 20s change jobs about every 18 months. These statistics suggest that young professionals are struggling to find their niche. Many students who choose an initial major do so based on limited information and few life experiences. After reading *Hired 'Right'*, students will be able to choose their path with greater confidence, enjoying an overall better college experience and reducing extended college stays and frustration.

Hired 'Right' is not about being hired quickly, but correctly. When students choose a career path that fits their natural gifting and aptitudes and then invest in experiences that confirm those gifts, they will be better prepared to meet the working world. The AEIOU formula for success will help them achieve this elusive treasure:

- A** — Aptitudes are the key
- E** — Experiences are where you find/confirm your aptitudes
- I** — The Inward call: What you like to do, enjoy doing, and are good at
- O** — The Outward call: Listen for what others think you do well
- U** — U (You) Hired 'Right'. A career path based on evidence and experience

Using Miller's fresh and original approach to self-discovery, readers will find that being busy with a purpose leads them to the experiences that they need to make excellent choices.



“Experiment and learn about yourself during your college years—not in the post-graduate job market.”
—Garrett Miller

Readers also learn:

- Why it's important to partner with career services early on.
- Why time management is a mandatory skill for every student.
- The difference between being busy and being busy with a purpose.
- Why getting involved in campus life greatly aids the discovery process.
- Why internships are important to a student's growth and maturity.
- Why networking may be the most important skill a student can develop during his or her years at school.
- The difference between a social network and a network that will help you get hired.

This useful guide is also filled with ingenious tips for helping students to take ownership of their quest for self-discovery—such as by joining several student clubs and/or activities based on experiences or skills they would like to discover or confirm. Readers can also fill out the Discovery Worksheet in the back of the book to show that their past experiences are full of valuable clues—if they ask the right questions. Readers will also be challenged to conduct interviews with those they have interacted with such as past employers, coaches, mentors, and family members, to help hear the Outward Call from the people who know them best.

Hired 'Right' is broken down into easily digestible chapters and steps, allowing students to proceed at their own pace amidst the other demands of life. Miller has also woven a story throughout the book to help students to see and hear what progress looks like. Readers meet Vanessa, a second-semester college sophomore who begins to panic at the prospect of being stuck on a path she doesn't enjoy. Fortunately, she meets the head of career services who sends her on a journey of self-discovery. To her surprise, it's actually fun!

Three types of readers will find this book highly useful: those in high school who are considering attending college, those in college who are looking to confirm or discover the right career path for them, and parents who would like to help their students in the discovery process. *Hired 'Right' Out of College* is guaranteed to better prepare the reader to make informed career decisions based on evidence and experience, not on hopes and expectations.

GARRETT MILLER is a workplace productivity coach and trainer, keynote speaker, and author of *Hire on a WHIM: The Four Qualities that Make for Great Employees and Hired 'Right' Out of College - From Classes to Career*. He is president and CEO of CoTria, a company that provides time-saving solutions to help clients manage more efficiently. During his previous 18-year business career in a Fortune 40 pharmaceutical company, Miller received over 33 awards

Hired 'Right' Out of College

FROM CLASSES TO CAREER

A STEP-BY-STEP GUIDE TO DISCOVERING THE
CAREER YOU WERE BORN TO PURSUE

"I encourage students to take the path of most resistance. It's where great discoveries occur."
—Garrett Miller

Did you know that the majority of students switch majors two to three times during their college career? It's true—and the majority of students will also spend six years in pursuit of a four-year degree. As they struggle to find their niche, they may be forced into additional semesters to make up for credits lost. Finding your niche through trial and error can be costly in time and money.

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for leadership, teamwork, and sales performance. He has extensive experience in hiring and training and has a strong reputation for his ability to attract and retain top talent.

Q & A: Tips and Tricks for Getting Hired 'Right' **Adapted from *Hired 'Right' Out of College* by Garrett Miller**

When should a student begin to think about a career and a college major?

The sooner the better. Students who read '*Right*' can begin thinking about what is the best path for them right away.

Why do students struggle to choose the right major?

One of the biggest challenges students have is picking a major based on limited experience and evidence. My presupposition is that everyone is gifted and has aptitudes that are unique to him or her. Until students discover their gifts and aptitudes, they are going to have difficulty finding the right path for them. Many choose paths based on a hope and dream, not on evidence and experience.

How then do students acquire the necessary evidence and experience?

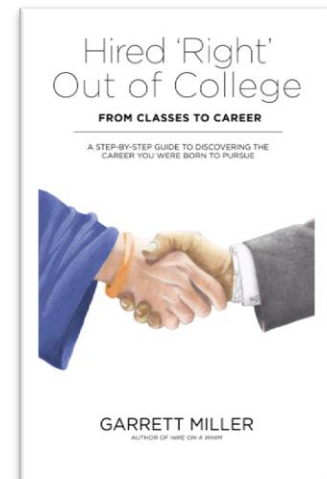
That is the key question. This is where I talk about the difference between being busy and being busy with a purpose. It is by getting involved and participating in life that students discover their talents. Joining and being active members of clubs, sports, and student organizations are great places to start. Each of these activities are potential places for students to bump into their gifts and talents. The more active students are, the more experiences they will gain. Each experience brings with it real evidence of their aptitudes, gifts, and talents.

Sounds like a huge commitment for students who are already pressed for time.

It doesn't have to be a huge time commitment. Every activity, large or small, can make a difference. I know from my experiences at college and from others I speak to that it is very easy to fill up time being busy. Busy talking to friends, playing video games, watching TV, playing Frisbee on the quad, and letting loose all weekend. None of these activities are bad in and of themselves, but a steady diet will give you a case of career indigestion. We all have 86,400 seconds in a day. What we do with each matters. One of the most important skills a student can learn is time management.

Where do students begin?

Start with visiting career services. This office is staffed with some of the finest professionals, who are there to help students make the connection between classes and careers. The best colleges invest in



3 Hard Questions:

1. Is this interest of mine a hobby or a career?
2. Do I have what it takes to succeed where this major is taking me?
3. Am I doing this for myself or my parents?

the office of career services; I believe it is one of the most important services on campus. Next, visit the office of student life. What types of clubs, organizations, and activities are available? If students look to engage, these are perfect places to be challenged and to grow. Maybe you'd like to develop or test a particular skill or talent.

Identify the skill and *then* look for an activity that would highlight it.

Sounds like it might be a stretch but rewarding.

That is what is most exciting about the discovery process: Students discover that they are more talented and gifted than they had known. The newfound evidence sheds light toward a career path, and that is both rewarding and exhilarating.

Many students feel that they have talents. Why not pick a major in that direction and see how it works out?

I believe that is what most students do and are advised to do. The issue with that strategy is that many times we think we are good or talented in a particular area, only to find out that we were overly optimistic. If you have ever seen *The X-Factor* or *American Idol*, then you understand what I am speaking about. Those trying out really believe they are the best singers, only to find out they are not. When this occurs in the college setting, we see students hop from major to major, in effect *trying* out majors. Many students switch majors two to three times in their college years.

What's wrong with hopping around and being exposed to different majors?

I call this the trial and error method to finding your career. An alarming statistic that I came across states that over 60 percent of students take six years to complete a four-year degree. One factor contributing to these long stays is when students switch majors. As you are aware, not all classes transfer to a new major. When credits don't transfer, then more classes and sometime more semesters are needed to meet the requirements for the new major. The more changes, the greater the impact on the time commitment. This can be discouraging to a student and drive up the cost of college, which, by the way, is discouraging to parents.

I can see the value of picking a career path based on evidence.

Yes, we return to the need to be busy with a purpose. The busier students are in the discovery process, the more likely they are to bump into their gifts and talents. When combining this process with conducting interviews as recommended in *Hired 'Right'*, students not only affirms their likes and dislikes but also hear what others think their gifts are. Now these students are armed with information to make excellent choices.

Why do you include the story of Vanessa in the book?

I have always believed that storytelling is a very effective way to teach. Vanessa is a character who represents your average student who is struggling to choose the right career path. She is frustrated and a bit anxious until she meets with Mr. Simms, the head of career services. The book is laid out so that the information is in small,

“Find trusted advisors, people who will be honest and forthright with you.”

—Garrett Miller

Choose your critics carefully:

- Seek out individuals who are respected or come recommended by others in the profession or field of interest.
- Find individuals who do not only criticize, but also offer helpful advice.
- Seek out those who have your best interests at heart.
- Look for professionals who are also teachers and who communicate well.
- If your critic sees promise and talent, look to nurture the relationship. Your critic may become a mentor.

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manageable chunks. Each chapter is followed by a section filled with action items and *to-dos*. Then each chapter is woven together by an engaging story of young Vanessa who is implementing each chapter's teaching. Vanessa reluctantly embraces the discovery process but then realizes that it can be fun and exciting. So too will each reader who picks up *Hired 'Right' Out of College*.

The 'Right' Checklist

How to be sure you're heading in the 'Right' direction.

- Make a list of what you think you are good at, what you enjoy doing, and where you think your talents lie.
- Now find the evidence in your life's experiences that confirms your conclusions.
- You should now have two groups of talents:
 - The talents you think you have that have little evidence to support your claim. For these, you need to invest in activities that will test and confirm them.
 - The other list is made up of talents where you do have some evidence to support your claims. For these, continue to find activities that confirm them. Also interview those who have witnessed your talents in action. Have respected critics evaluate these talents. A critical but loving evaluation of your skills is important.
- Upon entering college, visit your career services office and ask how the most successful students interact with the office. Follow their example.
- Stop by the office of student life and commit to joining several clubs, activities, or associations that will expose you to new opportunities to test, challenge, and discover you.
- Each semester, acquire the names of five students who have graduated in your current or pending major. Contact them and interview them based on the book's suggestions.
- With each step of the way, you are looking for real evidence that confirms and supports your career direction.
- Learn the art of networking early and perfect this skill. It will serve you for the rest of your life.
- Assemble your résumé. As you move through the AEIOU formula of success, you will build an amazing résumé and track record that will make it easy for a recruiter to see why you are 'right' for the job.

A must read for students and parents!

John G. Miller — Author of *QBQ!*

A must-read for any college student wishing to make the most of his college experience.

Caleb Thrasher — Grove City College, freshman

