

# **“What Most Women Don’t Know about the Job Marketplace”**

**Presentation by:**

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**December 18, 2008**

**“What Most Women Don’t  
Know about the Job Marketplace”**  
**or**  
**“What Most Women Don’t Do  
in the Job Marketplace”**

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# Myths About Searches

1. Every Athletic Director loves volleyball.
2. Every Athletic Director has a short list of future volleyball coaches to hire.
3. Every Athletic Department conducts thorough searches for their coaching positions.
4. Every Athletic Department is committed to diversity on its coaching staff.

# Facts About Searches

1. Every Athletic Director wants to hire a winner.
2. Every Athletic Director wants to hire a coach who will follow the rules.
3. Every Athletic Director wants to hire a coach who will graduate his/her student-athletes.

# Important Volleyball Statistics

- 992 NCAA Women's Volleyball program

Division I      311

Division II      259

Division III      412

Division I – Less than 50% are female

Division II & III – greater than 55% are female

Less than 10% are African American across all Divisions

Terrible statistics, but excellent opportunities

# What Female Coaches Don't Do:

1. Don't market themselves.
2. Aren't willing to move.
3. Don't prepare properly for the interview.
4. Don't actively negotiate their offer.

# Market Yourself

- Market yourself at current job
  - ✓ Be visible and active in your department
  - ✓ Volunteer to serve on committees
  - ✓ Talk to other coaches, share recruiting strategies
  - ✓ Get to know your supervisor / Athletic Director
  - ✓ Attend and show support for other sports' competitions
- Market yourself at conferences and nationally
  - ✓ Volunteer for conference and national committees
  - ✓ Attend and network at national convention

# Be Willing To Move

- Don't be a victim of “nesting.”
- Develop a strategic plan for your professional career.
  - ✓ Blend it with personal obligations.
  - ✓ Talk with spouse/family/significant other.
  - ✓ Agree on a comprehensive plan and timeline.
  - ✓ Stick to it!

# Perfecting Your Interview

- Interview failure is rarely due to lack of education or qualification.
- More commonly due to lack of preparation and/or poor presentation.
- Think about the last interview and answer four questions:
  - ✓ How did you prepare for the interview?
  - ✓ What did you wear?
  - ✓ What did you bring to the interview?
  - ✓ How did you follow up after the interview?

# Interview Success

- A systematic approach using the effective P<sup>5</sup> formula:



# Preparation

- Qualifications for a new job
  - ✓ Education
  - ✓ Experience
- Timing – personal
  - ✓ Ready for a new challenge
  - ✓ Physically prepared for a new job
  - ✓ Emotionally prepared for a new job
- Timing – Family
  - ✓ Age of children
  - ✓ Care of Parents
- Ability/willingness to move
  - ✓ Spousal/parental support

# Presentation

- Updated resume
  - ✓ Spell check
  - ✓ Easy to read
  - ✓ Clear and concise
  - ✓ No gaps in work history
  - ✓ Updated reference list with all contact numbers
- Do your homework on new opportunities
  - ✓ Research company websites
  - ✓ Check financials of company
  - ✓ Read industry reviews
  - ✓ Read any blogs about the company

# Presentation (Continued)

- Personal Preparation
  - Professional Attire
    - ✓ Comfortable in fit
    - ✓ Conservative in color
    - ✓ Modest in style
    - ✓ Manners

# Presentation (Continued)

- Personal Preparation
  - First Impressions
    - ✓ Face
    - ✓ Hair
    - ✓ Teeth
    - ✓ Perfume/Cologne
    - ✓ Manicure
    - ✓ Jewelry
    - ✓ Tattoos
    - ✓ Handshake
    - ✓ Eye contact
    - ✓ Manners

# Pacing

- Actual interview
  - Anticipate the questions
    - ✓ Memorize the first answer
    - ✓ Eye contact
    - ✓ Concise Answers
    - ✓ No BS
    - ✓ Listen for repeated patterns of questions
    - ✓ Keep energy high
    - ✓ Prepare questions for each interview group
    - ✓ Leave something behind

# Persuasion

- Negotiate to get the job
  - ✓ Evaluate what is important to you
  - ✓ Evaluate your worth
  - ✓ Age vs. experience
  - ✓ Market value
  - ✓ Have a salary range in mind
  - ✓ Negotiate the entire compensation package
  - ✓ Be your own agent
- In writing – read the fine print
- Accept the job

# Planning

- Properly inform your current employer
  - ✓ Consider a counter offer
- Time the move and start date
- Properly thank all parties
- Celebrate

# Questions And Discussion