

## Top Notch Executive Interviews How To Strategically Deal With Recruiters Search Firms Boards Of Directors Panels Presentations Pre Interviews A

A proactive new strategy for removing anxiety, and regaining control, throughout the job interview process "Marky Stein's book is wonderful. She gives us a thorough analysis of the whole interviewing process. Fearless Interviewing is clear, kind, and full of good advice.... Highly recommended."Barbara Sher, author of Live the Life That You Love A job interview is one of life's most stressful and challenging experiences. Fearless Interviewing presents a strategic approach to interviewing, one that tips the scales back in favor of the job applicant. It provides useful advice on all aspects of the interviewing process, including how to:

- Dazzle interviewers in the first 20 seconds
- Handle tough interview questions with ease
- Command a salary up to 20 percent higher

When I was a young manager, I thought I understood the importance of hiring top-notch people. Then, at age 32, I got cancer. Being forced to step away from my co-workers for an extended period of time (with one of the options being stepping away forever) made me realize that the people you hire truly make or break your business. In Hire Like You Just Beat Cancer, you'll read short, easy-to-digest chapters filled with detailed examples and time-tested best practices that you can implement immediately at your organization. The lessons I learned when cancer knocked me down helped build me up as a hiring manager, and I apply those lessons aggressively every time I interview a potential employee." AUTHOR JIM RODDY A portion of the proceeds from sales of Hire Like You Just Beat Cancer will be donated to: The Kanzlius Cancer Research Foundation and the American Cancer Society through Coaches vs. Cancer."

The Definitive Resource in Landing a Job in a COVID-Impacted World. Fortune 500 management give tips about resumes, cover letters, interview questions, virtual interviews, LinkedIn profiles, social media, and networking. Lauded by Fortune 500 and international business leaders around the world, The 20-Minute Networking Meeting is a carefully constructed job-search model designed to break into the "Invisible Job Market," where the U.S. Bureau of Labor Statistics states that over 70% of all jobs are obtained.Using the best elements of networkers from a wide array of businesses and industries, and combined with 40 years of the authors' professional networking experience from a hiring perspective, The 20-Minute Networking Meeting takes the 5 most important parts of networking meeting and culminates in an efficient, concise and highly productive networking model.Chock full of real-world scenarios, short stories, meeting examples, and dozens of tips and observations from hiring authorities and recruiting experts, The 20-Minute Networking Meeting shares the wisdom of senior executives who have been in transition (looking for work), and the perspectives of those who are most asked to network. Constructed to simplify and clarify networking for job-search, The 20-Minute Networking Meeting also contains fully written networking scenarios that show the entire 20MNM model in action, ending with a complete set of "readiness worksheets" that guide the reader through actual networking preparation.Founded on the premises of gratitude, positivity, and reciprocity, The 20-Minute Networking Meeting has found great success in the hands of executives, career coaches, outplacement firms, college graduates, and sales professionals around the globe.

Building Executive Function

Get the Interview Every Time

The Proactive Executive

How Great Leaders and Their Assistants Maximize Productivity and Effectiveness

How to Write a Stellar Executive Resume

Dynamic Cover Letters

Top Notch Interviews

How to Write a Stellar Executive Resume is a step-by-step guide that empowers readers to create an effective and stand out from the crowd as a top candidate for an executive position. Brenda Bernstein, a Certified Executive Resume Master and author of the #1 Bestseller How to Write a Killer LinkedIn Profile, shares the tips and tricks she's learned from more than two decades of helping job seekers get connected with the right position. Readers will discover:

- The importance of knowing the target audience and how to best connect with them
- Key social media tips for spreading the word about their skills and experiences
- Why good ol' cover letters are important, and how to use them effectively
- Power verbs to use, and words to avoid
- Samples of successful resumes

For many executives conducting a job search, it may have been quite a while since they were last "looking." It's easier than ever to apply for a job – and as a result, there's a lot of competition for a limited number of openings. There's a lot to learn about the recruiting world we live in, and the best ways to use the tools at our disposal. This book provides practical, proven, up-to-date best practices for creating an effective executive resume that gets results.

In these turbulent times, the job-interview game is more different than ever for executives. They face a longer interview process, must demonstrate a vision to meet the prospective employer's challenges, and will undergo intense vetting before receiving a job offer. Top Notch Executive Interviews reveals what employers really want and expect to see in executive candidate interview behavior and content. The book's coverage of the executive interview difference, its case studies of senior-level managers in sticky interview situations, and its broad collection of hiring decision-maker interview peeves and preferences make it the must-have companion volume to Top Notch Executive Resumes. This vital book includes an insightful examination of critical differences that distinguish executive-level interviews from all others, along with extensive information on leveraging relationships with recruiters, plentiful sample interview questions and suggested responses, and a comprehensive list of sample questions to ask the interviewer. Special additional features include:

- Detailed tips on how to land an interview and conduct pre-interview research.
- The importance of nonverbal behavior and attire.
- A thorough guide to interview formats.
- An interviewing checklist.
- A chapter on tricky interview situations.
- A directory of executive-interview coaches.
- And post-interview chapters covering thank-you's, follow-ups, references, vetting, background checks, plus negotiating and weighing job offers.

A step-by-step guide to writing an outstanding resume that offers expert tips and practical suggestions for filling in employment gaps, using customizable ClipBullets, choosing the right keywords, and more. Includes a CD with resume templates and worksheets.

This book introduces storytelling as the key to excelling in job search activities, such as writing resumes and cover letters, networking and creating portfolios.

The New Executive Assistant: Advice for Succeeding in Your Career

How to Hire Good People

A C-Suite Recruiter's 5-Step System for Achieving Greater Career Success

The Missing Link to Student Achievement

How to Strategically Deal with Recruiters, Search Firms, Boards of Directors, Panels, Presentations, Pre-interviews, and Other High-stress Situations

GreenBook

Topgrading for Sales

This book reveals exactly what needs to be done to shine during an interview and set yourself apart from the crowd. With targeted information for the recently unemployed, new graduates, and parents returning to the workforce after an extended absence, this is a crucial tool for breaking down and demystifying the intimidating interview process. Many people fail to approach interviews strategically, do not have their talking points in hand and are not current with trends in interviewing. How about you? Master the Interview will accelerate your interview preparation process, keying you up for what to ask yourself beforehand and what may be asked of you in the interview. Read as much as you need, in your areas of need, to grow your comfort level with interviews and master this crucial element of the job search process. The book is not didactic; rather it takes a thematic approach to guide you through creating the right message for your interviews and knowing how to be prepared for whatever may come your way. There are also chapters on special considerations in the process (if you are a non-traditional candidate or have a troubling element in your background) and on how to evaluate multiple offers in hand. Throughout this book, Segal consistently offers positive, uplifting guidance while adopting an objective yet empathetic tone. A self-directed, interactive manual that should benefit experienced and new job-seekers alike. - Kirkus Reviews, "The most trusted voice in book reviews since 1993" "By the time you have an interview for a job you really want, the stakes are high. You are SO close. You don't want to blow it. Ideally, you want to wow them. Yet most professionals are not great at interviews. To be honest, most are terrible, and this includes people who graduated from Harvard Business School and similar places. Why? Because they don't have a game plan and they haven't put in the work required to execute a good one. So they get close to their dream job or even just an okay job, and they don't get it.The basic premise of Master the Interview is that you don't have to be that person. In this comprehensive book, Anne Marie Segal, a coach, lawyer and writer's writer, sets forth ALL the relevant aspects of interviewing effectively so that you can anticipate them, prepare for them and ultimately master them and get the job you want." - Michael F. Melcher, Author of The Creative Lawyer "It's a really terrific and practical book that helps people think about themselves in an organized and disciplined way while prepping for an interview." - Lisa Maguire, Financial Services Professional "This book is one of the best job search books today." - Joshua Waldman, Author of Job Searching with Social Media for Dummies What is different about this book than other job interview books on the market? Here are five top ways this book is unique: 1) It is a workbook, so you can write and review your own thoughts and learn through doing, guided by expert advice and examples from a host of interviewers and job candidates. 2) It is comprehensive, from networking and informational interviewing to negotiations and noncompetition agreements. With a handy overview in the first chapter on how to use the workbook, you can choose to cover what you need, when you need it. 3) It does not simply give you one so-called "right" answer to any interview situation or run through a list of potential Q&As, but instead it promotes a nuanced and authentic approach. 4) It puts you behind the scenes and into the mind of an interviewer, so you can think more clearly about how you will come across in various contexts (Skype, phone screenings, panel interviews, etc.). 5) It includes four chapters that guide you to build a solid and compelling personal value proposition from the ground-up and tailor your presentation for each target employer.

How to become an interview genius and land the job of your dreams If a job interview is an oral exam in which job seeker must give the right answers to a set of questions in order to get hired, then this is the ultimate guide to acing the exam. Written by The Interview Coach at Monster.com, Boost Your Interview IQ offers an enjoyable, interactive way to prepare for and succeed at any job interview. Combining the features of a step-by-step guide and a skill-building workbook, it: Shows job seekers how to craft job-winning answers to the 50 key questions interviewers ask Features an Interview IQ Test, interview skill-building exercises, and other interview aptitude boosting tools Teaches candidates how to shape their experiences into stories that showcase their skills, knowledge, and personalities Offers proven techniques for acing the behavioral interview--the popular new wave interviewing strategy

This empowering and accessible guide shows career rookies how to get a foot in the door-and then kick it wide open. The revised second edition emphasizes the importance of contemporary social networking, such as discussion groups and forums, online portfolios, and blogging. Featuring a list of networking hot spots, confidence-building advice for the shy or intimidated, and a comprehensive guide to informational interviewing, A FOOT IN THE DOOR reveals proven strategies that will help those seeking their first real-world job land the position they've been looking for. A concrete and practical guide to the nuts and bolts of networking, using a step-by-step approach geared to recent grads and young career changers. Helps young professionals identify who they should connect with. Katharine Hansen's books have sold 145,000 copies. Reviews"Extensive chapters on informational interviewing and Internet networking make this a must-have book for job seekers and others trying to connect with people in the workplace." ÆAmy Lindgren, Syndicated Career Columnist"You name it, if it deals with networking, on any level, Katharine Hansen's book covers it. ...This is a book I wish I had written. It will help you." ÆMarvin Walberg, Scrips Howard News Service Syndicated Career ColumnistStrand Media Group's "Something You Should Know" air date TBA

Tell Me About Yourself

Tips, Tricks, and Techniques from the First Call to Getting the Job You Want

Master the Interview

A Step-by-Step Guide for What to Do Before, During, and After the Interview

Worldwide directory of focus group companies and services

Green Book

Boost Your Interview IQ

Fully revised and updated—the must-have guide to acing the interview and landing the dream job, from “America's top career expert” (The Los Angeles Times) 60 Seconds & You're Hired! has already helped thousands of job seekers get their dream jobs by excelling in crucial interviews. America's top job search expert Robin Ryan draws on her 20 years as a career counselor, 30 years of direct hiring, and extensive contact with hundreds of recruiters, decisions makers, and HR professionals to teach you proven strategies to help you take charge of the interview process and get the job you want. Brief, compact, and packed with insightful direction to give you the cutting edge to slip past the competition, 60 Seconds & You're Hired! is here to help you succeed! This newly revised edition features:

- Unique techniques like "The 60 Second Sell" and "The 5-Point Agenda"
- Over 125 answers to tough, tricky interview questions employers often ask
- How to handle structured or behavioral interview questions
- Questions you should always ask, and questions you should never ask
- How to deal effectively with any salary questions to preserve your negotiating power
- 20 interview pitfalls to avoid
- Proven negotiation techniques that secure higher salaries - and much more!

“Robin Ryan has the inside track on how to get hired.” —ABC News

A resource on how to recruit and retain talented employees draws on the philosophies of the co-author's original work, Topgrading, to present quick-read recommendations for sales managers, in a guide that covers such topics as interviewing productively, bringing out the best in moderate sales reps, and eliminating poor performers. 25,000 first printing.

No longer simply a backroom function, information systems are becoming more integrally involved in the day to day front line operations of organizations. Presents the tools, techniques, and infrastructural changes necessary for firms to make the transition from data management to information leverage. It challenges many of the common assumptions about the role of information systems, and suggests new roles and responsibilities that can be implemented to ensure companies stay competitive in the 1990's and beyond. Organized into twelve chapters, each is aimed at a different aspect of systems development and management. Topics range from the role of the chief information officer and the implementation of computer-aided systems engineering, to the automation of factories, globalization applications, and information systems specialty shops. Also includes chapter summaries and examples that serve as quick references and aids to understanding.

Are you considering a job switch or a career change? Perhaps you are actively interviewing, but haven't advanced beyond the phone screen or been offered the job. Or maybe just one or two questions always seem to find you at a loss for the right response. Everyone can benefit from developing and keeping interviewing skills in top shape. In this straightforward guide, executive search expert and author of The 20-Minute Networking Meeting, Marcia Ballinger, spells out exactly what it takes to win your executive interview. In this book, Marcia reveals: - What really goes on during an executive interview-- from the other side of the desk- How to prepare for different kinds of interviews, and position yourself for success- The very best ways to answer the most common interview questions This practical book gives you the strategy and tools for every interview, and is a must-have for any executive job candidate.

The Career Navigation Handbook

Hiring Lessons, Interview Best Practices, and Recruiting Strategies for Managers from a Cancer-surviving Executive

The IRM Imperative

Step-by-step Resumes

The Essential Guide for Hiring and Getting Hired

Forbes

Build an Outstanding Resume in 10 Easy Steps

A manager's guide to hiring the right employees introduces the practical and effective A Method for Hiring, which draws on the expertise of hundreds of high-level executives to present a simple, easy-to-follow program to guarantee hiring success. 50,000 first printing. Few of us have ever experienced anything like the current job market. Millions of jobs have disappeared, and everyone from experienced executives to newly minted college graduates are facing the toughest environment in decades. Which is why top-notch interview skills are more important than ever. Top Notch Interviews teaches job seekers at any level, from all industries and professions, the author's proven technique to increase interview success. Even if you are the most qualified candidate, have the perfect resume, and possess the perfect background, you may still lose the job if you lack interviewing skills. Top Notch Interviews is organized in easy-to-digest segments that will show you: Tips for confidently answering questions with an easy-to remember method. How to identify the phases of the interview and formulate your responses accordingly. How to avoid common pitfalls that eliminate the majority of candidates. How to navigate through the pursuit phase including thank-you notes, follow-up, negotiations, and acceptance. Dramatically boost your chances of winning your next interview and get the job you want using Top Notch Interviews.

The ultimate guide to acing any interview – revised and updated to give you the edge in today's competitive job market Job interviews aren't discussions; they're oral exams—and the candidate with all the right answers gets the job. Boost Your Interview IQ, Second Edition, helps you ace that big test with skill-building exercises, an in-depth “Interview IQ” test, and other resources to let you craft winning answers to the most important questions interviewers ask. In these pages, you'll discover ways to present your experiences in a compelling narrative that showcases your skills, knowledge, and personality—and you'll learn the right way to answer tricky “behavioral” questions like a pro. Plus you'll get interview strategies custom tailored to the needs of management/executive-level candidates, new graduates, career changers, and people reentering the market. In today's tough job market, the best-prepared candidate wins—and in this economy you're going to need every advantage to set you apart from the pack. Boost Your Interview IQ is the book that delivers the right tools to do the job of GETTING the job.

Today's executive assistant has become a crucial member of every organization's support staff—a key business ally with diverse responsibilities, from overseeing employees to making strategic decisions. Here is the first step-by-step guide specifically designed to help you thrive in this fast-paced profession. Developed by nationally-known business consultatnt and author Melba Duncan, this leading-edge resource provides all the up-to-date information you need to manage information technologies, deal effectively with abrupt organizational changes and office politics, handle stress, resolve conflicts, motivate workers and forge a team mentality, master public relations and the media, capitalize on opportunities emerging from corporate restructuring, and more.

## A Foot in the Door

### Networking Your Way into the Hidden Job Market

### Boost Your GPA with Time- and Brain-Saving Strategies

### Top Notch Executive Interviews How to Strategically Deal With Recruiters, Search Firms, Boards of Directors, Panels, Presentations, Pre-Interviews and Other High-Stress Solutions

### Boost Your Interview IQ 2/E

### Interview Questions and Answers

### Hire Like You Just Beat Cancer

*Branded resumes that illuminate the candidate's unique value proposition and ROI are a must in today's quest for the executive suite. Top Notch Executive Resumes not only explains how to integrate branding into career-marketing communication, but also how to craft resumes that address your fit with the organization's mission and meet an employer's specific business needs. Hansen instructs high-level professionals in framing past accomplishments so that the employer can visualize the executive's strategic vision and industry insights, as well as what he or she can contribute. Highlights of the book include: -A huge collection of resume samples in cutting-edge formats, organized by profession for easy navigability. -Examples of a wide variety of complementary documents including leadership profiles and executive bios that top-level professionals need to round out their executive portfolios. -Special additional features, including the preferences and peeves of hiring decision-makers, guidelines for working with recruiters, frequently asked questions, and case studies detailing complete job-search marketing campaigns. Let Top Notch Executive Resumes get you into that corner office! Katharine Hansen is an instructor and creative director of Quintessential Careers (www.quintcareers.com), one of the most popular job-search sites. She holds a Ph.D. in organizational behavior and the certifications Master Resume Writer and Credentialed Career Master from Career Masters Institute/The Career Management Alliance. Hansen owned and served as chief writer for a resume-writing service for five years and was previously writer-editor at numerous newspapers, magazines, and nonprofit organizations. Hansen has published several books on cover letters, networking, and writing skills.*

*How does graduate admissions work? Who does the system work for, and who falls through its cracks? More people than ever seek graduate degrees, but little has been written about who gets in and why. Drawing on firsthand observations of admission committees and interviews with faculty in 10 top-ranked doctoral programs in the humanities, social sciences, and natural sciences, education professor Julie Posselt pulls back the curtain on a process usually conducted in secret. "Politicians, judges, journalists, parents and prospective students subject the admissions policies of undergraduate colleges and professional schools to considerable scrutiny, with much public debate over appropriate criteria. But the question of who gets into Ph.D. programs has by comparison escaped much discussion. That may change with the publication of Inside Graduate Admissions... While the departments reviewed in the book remain secret, the general process used by elite departments would now appear to be more open as a result of Posselt's book." —Scott Jaschik, Inside Higher Ed "Revealing...Provide[s] clear, consistent insights into what admissions committees look for." —Beryl Lief Benderly, Science*

*Educators clamor to provide top-notch lessons and resources for students, but if students lack executive function, even the best materials won't produce the desired results. If students haven't developed the brain-based skills to focus, catch and correct errors, identify cause-and-effect relationships, and more, they can't make sense of lessons. Executive function is the missing link to student achievement. But how can you develop this in the classroom? In this new book, bestselling author Nancy Sulla has the answers. She explains how building executive function requires a combination of activities, structures, and teacher facilitation strategies aimed at six increasingly complex life skills that should be the goal of any school: conscious control, engagement, collaboration, empowerment, efficacy, and leadership. She also offers a variety of examples, activities, and structures fit for every grade level and subject area. With the book's practical strategies and tools, you will be inspired, armed, and ready to establish a clear framework for building executive function in all your students.*

*Interviewing is one of the most effective ways to identify and attract employees who will be successful enough to stay. But few managers are adept at the skill. This book helps eliminate expensive errors of judgment by presenting readers with a set of behaviorally based interviewing strategies. Written by the faculty of the prestigious University of Michigan Executive Education Center--and based on one of their most popular courses--its seven-step "Strategic*

*Interviewing Approach" helps interviewers define the competencies candidates need to possess and make hiring decisions based on accurate predictions of the candidates' performance.*

*How to Strategically Deal With Recruiters, Search Firms, Boards of Directors, Panels, Presentations, Pre-Interviews, and Other High-Stress Situations : [Summary].*

*Creating Flawless Resumes for Managers, Executives, and CEOs*

*Nail the Interview, Land the Job*

*Top Notch Executive Resumes Creating Flawless Resumes for Managers, Executives and CEOs*

*How to Write the Letter that Gets You the Job*

*Fortune 500 Hiring Professionals' Tips for Writing Winning Resumes, Cover Letters and Landing the Job*

*Top Notch Executive Interviews*

Branded resumes that illuminate the candidate's unique value proposition and ROI are a must in today's quest for the executive suite. Top Notch Executive Resumes not only explains how to integrate branding into career-marketing communication, but also how to craft resumes that address your fit with the organization's mission and meet an employer's specific business needs. Hansen instructs high-level professionals in framing past accomplishments so that the employer can visualize the executive's strategic vision and industry insights, as well as what he or she can contribute. Highlights of the book include: A huge collection of resume samples in cutting-edge formats, organized by profession for easy navigability. Examples of a wide variety of complementary documents—including leadership profiles and executive bios—that top-level professionals need to round out their executive portfolios. Special additional features, including the preferences and peeves of hiring decision-makers, guidelines for working with recruiters, frequently asked questions, and case studies detailing complete job-search marketing campaigns. Let Top Notch Executive Resumes get you into that corner office!

Strategies for turning your next interview into an offer--as taught at today's leading business schools Every job interview is a one-shot opportunity to dramatically improve your career and lifestyle. World-class MBA programs recognize this fact and now provide their students with detailed courses and coaching on how to dress for an interview, what to say, what not to say, and more. How to Interview Like a Top MBA presents today's best-of-the-best strategies and skills into an all-in-one, MBA-level interviewing how-to. Featuring insights from Fortune 100 executives, headhunters, career counselors, and MBA graduates, this no-nonsense guidebook arms you with: Tips for highlighting your relevant skills and experience with concise, compelling, and well-structured answers Information you should know about an interviewing company, its industry, the position, and even the interviewers themselves Ways to directly address résumé weak spots or periods of extended unemployment--without apologizing! Techniques for identifying and highlighting transferable skills when you're looking to enter a new profession Worksheets, charts, and other hands-on tools for mapping out a powerful interview strategy and plan of action 100 sample questions you can expect to hear--with sample answers that can impress your interviewer In today's ultracompetitive and uncompromising job market, the next position you get will set the tone for the rest of your career. Let How to Interview Like a Top MBAshow you how to develop the skills and confidence you need to enter each interview as a top candidate--and turn that interview into an exciting new job.

This popular guide contains everything you need to create a stunningly effective cover letter. The first edition of DYNAMIC COVER LETTERS helped over 100,000 job-hunters dress up their resumes and job applications with the kind of spirited, informative letters that employers respond to. And respond they did!with interviews, job offers, and high praise. Now, this updated, expanded edition takes on the most vital issues in the professional world today, such as job-hunting on the Internet, as well as the rock-solid basics that readers have come to depend on.

Study smarter, not harder! Every high school and college student would love to know how to get the highest grades with the least amount of effort. This book gives students a guiding philosophy for every class, every time, laying the foundation for lifelong learning. With the wisdom gained from these tips, success stories from other students, and mini-assessments, they'll be empowered to succeed in class preparation, reading comprehension, exam-taking, and more. ?No one method fits every student, so included are many tried-and-true methods ?Useful for every subject, from foreign languages to mathematics, from high school through college and beyond ?Helps students find their particular learning styles

Fearless Interviewing:How to Win the Job by Communicating with Confidence

Who

A Guide for Working Professionals

Inside Graduate Admissions

Job-Winning Strategies From Headhunters, Fortune 100 Recruiters, and Career Counselors

World-class Methods to Interview, Hire, and Coach Top Sales Representatives

The A Method for Hiring

***A nationally respected executive recruiter, Chris Nadherny has conducted more than 700 search assignments for a wide-range of companies, assessed thousands of successful professionals and counseled many whose career paths have been disrupted or stalled. He knows what it takes for professionals to get to the next level, and what holds them back. In writing The Proactive Executive, Nadherny has created a highly effective five-step framework for mid-career professionals who want to fulfill their potential. Packed with actionable guidance, real-world stories and insider knowledge, The Proactive Executive explains how to build key skills, assess job opportunities, develop self-awareness, and obtain a position of senior-level responsibility.***

***Addresses the demands of today's complicated interview processes, sharing case studies of senior managers in challenging interview situations to counsel candidates on such topics as working with a recruiter, landing an interview and conducting flawless pre- and post-interview activities.***

***Many executives don't take full advantage of the assistant who sits right outside their door. This book educates executives about all the ways in which they can streamline and improve the way they work with the help of a great assistant, while teaching them to identify great candidates and maximize the benefits of this special relationship.***

***How to Sell Yourself to an Employer by Writing a Letter that Will Get Your Resume Read, Get You an Interview, and Get You a Job!***

***Top Notch Executive Resumes***

***How to Win the Job by Communicating with Confidence***

***Merit, Diversity, and Faculty Gatekeeping***

***50 Tips to Reaching Your Job Target***

***Strategic Interviewing***

***How to Interview Like a Top MBA: Job-Winning Strategies From Headhunters, Fortune 100 Recruiters, and Career Counselors***