

# How Serving Others Leads to Success – In Interviews, Careers and Life

---

WIB Pittsburgh – January 29, 2019

Kerry Boehner  
KOB Solutions, Inc.

# Today's Presentation

---

## Rockstar Candidate

- Lessons from 2018 Rockstar
- How he has rocked going from Academia to Industry in the last 4 months
- Already hiring Research Associates and PhD

## Interview Process

- Logical steps for success
- Move from preparation to connection
- Serving along the way

Success Leaves Clues –  
Wisdom from 2018 Rockstar

# Transition from Academia to Industry

---

## Academia

- You're worried about furthering your purpose
- Focus: Push to get publications out and obtain funding
- Owner of project, publications and research

## Industry

- Scientific drive is broader than yourself
- Focus: What the company is trying to do
- Contribute and add to projects
- You have to adapt every day – shifting your mindset

# Rockstar's Background + Advice

---

## Rockstar's Background

- His PI had 100 collaborations on-going
- 2-5 projects changing daily
- Problem solver
- Naturally driven person
- Hospitality experience

## His advice – while you're still in academia

- Get hands-on with multiple investigators and scientists
- Learn how to manage different peoples' expectations
- Get hands dirty with as many projects as possible
- Be prepared for a stressful transition

# Steps for a Successful Interview (and Career + Life)

---

1. Prepare
2. Let go
3. Listen
4. Connect
5. Follow-up
6. Feed the relationships

# Step 1 – Prepare

---

- Research
  - Company Website
  - LinkedIn for company and interviewers
- Pipeline, history, investors, stock, competitors, news articles
  - FierceBiotech, Business Times, etc.
- Questions
  - You will be judged on the questions you ask, so be thoughtful
- Ensure exceptional self care
  - eat, sleep, move, meditate
- Choose comfortable professional clothing

## Step 2 – Let Go

---

- Take deep breaths and stay in present moment
- Arrive 15 minutes early
- Bring the following items:
  - Folder with several copies of resumes
  - Completed application and NDA
  - Prepared questions
  - Paper and pen to take notes



## Step 3 – Listen

---

- Be completely present with each interviewer
- Listen attentively and follow interviewer's lead
- Take notes!

# Step 4 - Connect

---

- I hear you and I understand you
  - Eye contact, firm hand shake, staying present
- Understand the current issues of firm and hiring managers
  - How can you help ease their pain?
  - What skills and experience do you offer?
- Share a relevant story or two of how you encountered similar roadblocks
  - What did you do to overcome them?
- Be a problem solver
  - Look for ways you can add value

## Step 5 – Follow Up

---

- A follow up thank you email to each interviewer is imperative
- Next steps:
  - Great fit for you and company -- offer coming.
  - Not the best fit right now but keep in touch -- do so.
  - Skill set not a match – can you offer a referral?

## Step 6 – Feeding the Relationships – Advice from the Experts

---

- Mark Cuban – Billionaire, Dallas Mavericks owner, Shark Tank
- Brene Brown – *Gifts of Imperfection, Daring Greatly, Rising Strong, Dare to Lead* and others
- Brian Buffini – *Emmigrant Edge*, Podcasts & Coaching Business

# Mark Cuban – Looking for Smart, Driven, Curious and...

---

They understand that the greatest value you can offer a boss is to reduce their stress.

Anybody who reduces my stress becomes invaluable to me. I never want to get rid of them.

The people who tend to think that they are invaluable are typically the ones who create the most stress by creating firestorms and creating drama and making things more difficult for me.

-- from INC article by Jeff Haden, 1/18/19

# Mark Cuban Insights on the Best Employees

---

1. They don't care about (their own) job descriptions
2. They tell you what you least want to hear
3. They sometimes privately disagree...
4. But they always publicly support you.

## Brene Brown – *Dare to Lead* Quotes

---

- In the past, jobs were about muscles; now they're about brains; but in the future, they'll be about the heart. --  
Minouche Shafik, Director, London School of Economics
- Practicing vulnerability
  - People don't care how much you know until they know how much you care
- Becoming self-aware
- Engaging in tough conversations

# Brian Buffini Podcast – Rise Up to Serve

---

- It's the smallest things that mean the most to people. -- Brian Buffini
- You can get everything in life you want if you just help enough other people get what they want. -- Zig Ziglar
- Joy is a sign of generosity. When you are full of joy, you move faster and you want to go about doing good to everyone. -- Mother Teresa
- I've never met a happy self-centered person. -- Zig Ziglar
- The purpose of human life is to serve and to show compassion and the will to help others. -- Albert Schweitzer
- It's hard to work on yourself and grow. -- Brian Buffini



## Scientific Evidence ☺

---

- In a study conducted by Dr. Sonja Lyubomirsky, psychology professor at University of California, Riverside, students were assigned to do five random acts of kindness per week for a period of six weeks
- At the end of the study, the students' levels of happiness had increased by 41.66 percent
- Being kind had a profoundly positive effect on happiness

-- from INC article by Peter Economy 8/13/15

# How Serving Others Leads to Success – In Interviews, Careers and Life

---

Kerry Boehner  
[kerry@kobsolutions.com](mailto:kerry@kobsolutions.com)  
cell: 412-334-2018  
[www.kobsolutions.com](http://www.kobsolutions.com)  
office: 412-851-9696

Give ~ Serve ~ Love