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Commandments

Continued from Page 5B



Illustration by Lorraine Kath

"A student or recent graduate has a tremendous amount to offer because they are very, very inexpensive as far as companies are concerned. They have no bad habits, are very enthusiastic and have high energy levels. They are usually young and fun to be around so they are a real bargain for organizations," he says.

Graduates must find where the opportunities are, and once the opportunities are identified and a good social network is established, often times the graduate will find the hidden market, Favley says.

"Although there are 500 companies in the Fortune 500, there are 14 million that aren't in the Fortune 500, so to concentrate

your search on name companies tends to narrow the field," Favley says. He cites as an example the fact IBM gets between 15,000-20,000 unsolicited resumes a month.

While many would assume a large city would hold more opportunity for employment, it lacks in the social-network system that small cities or towns have, he says.

Favley has developed the 10 Commandments of the Job Search for Graduating Seniors. They include:

- Use friends, relatives and acquaintances to start a social network.
- Don't look for a job. Look for information first and build a database and interview skills.
- Do not lead with a resume. Only use a resume after face-to-face meetings that develop opportunities.

- Operate from a written list of questions.

- Real practice makes perfect. Each interview with a contact will add more background information to the graduate's knowledge.

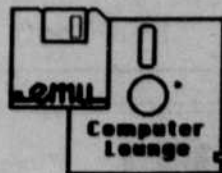
- Stay away from interviews. Meet key people instead, listen to them, let them like you and give them a chance to fit you into their organizations.

- The most powerful phrase in the English language is "Thank you."

- Life is a treasure hunt. A graduate has to search to see what is out in the world.

- Begin a career network. Keep in touch with the best sources.

- Careers are mosaics, not blueprints. Go for something that gets you involved with real work as soon as possible.



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