

Transcript from April 8, 2010 to April 8, 2010

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All times are Pacific Time

**April 8, 2010**

4:31 pm edcabellon @mrskeegin For #sachat today?

4:31 pm The\_SA\_Blog 30mins till our DAYTIME #SAchat. We've got #studentaffairs busting through our April Showers! <http://bit.ly/bp3SgS>

4:34 pm debrasanborn RT @The\_SA\_Blog: 30mins till our DAYTIME #SAchat. We've got #studentaffairs busting through our April Showers! <http://bit.ly/bp3SgS>

4:36 pm edcabellon @mrskeegin <http://ow.ly/1w761> Here's your very own personal #sachat TweetGrid. :-) Is this what you were looking for?

4:42 pm clconzen Can't make #sachat but happy to share personal experience with a "poor fit" over dm

4:43 pm chellrene Going to try and get lunch and settle in with my netbook so I can participate in #sachat today. It's been too long!

4:49 pm NikiRudolph For the next hour, I will be without shoes (along with @Kathy\_Petras) and in #sachat. Please excuse my tweets and toes.

4:50 pm benkadamus I'll be participating in #sachat from 1-2 PM today, so pardon my tweets. #sachat

4:50 pm reyjunco @MalloryEmerson Love your food blog. The #sachat foodies are going to be all over it.

4:51 pm The\_SA\_Blog Check out the #SAchat Twibe group to find everyone who participates in #SAchat: <http://www.twibes.com/group/sachat>

4:51 pm JennaMagnuski #sachat in 10 minutes!!!! sorry to my non-#studentaffairs friends for blowing up your tweetboxes.

4:53 pm StacyLOliver The unprotecting of the Tweets on Thursdays for #sachat always feels ceremonious, which is weird because I'm only planning on lurking.

4:54 pm sarahhcraddock @StacyLOliver I can't picture you lurking in #sachat. You're too active! It'll throw off the chi (or something)

4:55 pm edcabellon Ditto for BB - Turn Your Device Into an SMS Chat Room with Group Text Msgs <http://ow.ly/1w7A2> (via @Crackberry) [Imagine #sachat on this?]

4:55 pm LTEConsulting Ditto for BB - Turn Your Device Into an SMS Chat Room with Group Text Msgs <http://ow.ly/1w7CO> (via @Crackberry) [Imagine #sachat on this?]

4:55 pm slhealy I should have grabbed lunch before #sachat. Good thing no one can hear your stomach growl over the internet.

4:56 pm BeccaFick Not apologizing for my naked toes or excessive tweets today :) #sachat from 1-2PM EST, discussing person/environment fit in job searching

4:56 pm The\_SA\_Blog First time joining the #SAchat? Start here &gt; <http://bit.ly/bp3SgS>

4:56 pm djdw I'm getting real-time search results at TweetGrid <http://tweetgrid.com/> #sachat

4:57 pm MikeJHamilton I'm getting real-time search results at TweetGrid <http://tweetgrid.com/> #sachat

4:57 pm sarahhcraddock Participating in #sachat! Haven't been able to do this in a couple of weeks.

4:58 pm Kathy\_Petras will be eating lunch while I #sachat this afternoon :o)

4:58 pm sarahhcraddock I'm searching for #sachat live on TweetGrid Search - <http://tweetgrid.com/search?q=%23sachat>

4:58 pm laurapasquini Multi-tasking lunch: Wedding DJ consult on phone, #SACHAT & looking at RFP for Friday's class. YAY!

4:58 pm djdw #sachat time! for all of you non-#studentaffairs tweeps, sorry for being tweet-tastic over the next hour or so

4:58 pm debrasanborn Blowing my speakers up with #sachat for the next hour. Join the fun!

4:59 pm NASPAtweets I'm getting real-time search results at TweetGrid <http://tweetgrid.com/#sachat>

4:59 pm edcabellon Heads up to all followers, I'm participating in this week's #sachat, and may be more "active" over the next hour!

5:00 pm KBHgal #sachat for a bit before lunch date.

5:00 pm KevinPCroke checking out my first #sachat this afternoon

5:01 pm PetePereira A co-worker persuaded me to get lunch. I'll check out #sachat in a little while.

5:01 pm Brown\_Melissa #sachat today!

5:01 pm kris carr442 participating in SA chat, followers beware :) #sachat

5:01 pm JPedde I haven't fully participated in a twitter chat in awhile...going thru withdrawal. Going to be listening in on #sachat for the next hour :)

5:01 pm edcabellon @KevinPCroke Hello!!! Nice to see you here, how's life the big city? #sachat

5:01 pm BeccaFick @KevinPCroke Welcome to #sachat :)

5:01 pm jpkirch Howdy twitter peeps - I'm about to jump into a great #sachat discussion about institutional/professional fit! Join in if you'd like!

5:01 pm lynnellison Sorry for my increased activity in the next hour. I'm participating in #sachat. Feel free to filter if not interested. :)

5:01 pm TennesseeBelle #sachat

5:01 pm Joangib Exited about today's #sachat (1-2 PM EST)

5:02 pm jpkirch I'm searching for #sachat live on TweetGrid Search - <http://tweetgrid.com/search?q=%23sachat>

5:02 pm slhealy @kevinpcroke Welcome to the chat! #sachat

5:02 pm debrasanborn @KevinPCroke Welcome, Kevin! Great to see in #sachat

5:03 pm KBHgal I'm searching for #sachat live on TweetGrid Search - <http://tweetgrid.com/search?q=%23sachat>

5:03 pm Joangib @KevinPCroke Welcome #sachat

5:03 pm RagstoRitzMama New to #sachat Glad to meet new ppl in the field!

5:03 pm aSarahWood I'm searching for #sachat live on TweetGrid Search - <http://tweetgrid.com/search?q=%23sachat>

5:03 pm The\_SA\_Blog @RagstoRitzMama Welcome! Glad you could join us! #sachat

5:04 pm JennaMagnuski @RagstoRitzMama welcome to #sachat!!!

5:04 pm BeccaFick Welcome to #sachat! @RagstoRitzMama

5:04 pm edcabellon @RagstoRitzMama Hi Stefanie! :-) #sachat

5:04 pm ChrisMacDen Hey everyone! #SACHAT

5:04 pm JennaMagnuski I'm tweeting for 2 today - myself and @aludraeltanin (both #iupsahe and grads at Housing&Dining at Carnegie Mellon!) #sachat

5:04 pm MalloryEmerson 1st #sachat I can jump in on and not just read the recap the next day!

5:04 pm slhealy @stacyloliver I went way back and looked it up - My first chat was last November! #sachat

5:04 pm mrskeegin Apologies to those non-Student Affairs folks - I'll keep my tweets limited and brief during today's #sachat.

5:04 pm BruinsAhYeah Gooooooooooooooooooooo #sachat! #sachat

5:05 pm SACohort2008 RT @lynnellison: Sorry for my increased activity in the next hour. I'm participating in #sachat. Feel free to filter if not interested. :)

5:05 pm MikeJHamilton @MalloryEmerson welcome!  
#sachat

5:05 pm TennesseeBelle @MalloryEmerson welcome! I hope you love it! #sachat

5:05 pm edcabellon @slhealy So great to have you back :-) #sachat

5:05 pm The\_SA\_Blog @MalloryEmerson Welcome, Mallory! Thanks for joining us! #sachat

5:05 pm Joangib @RagstoRitzMama Welcome to #sachat

5:05 pm benkadamus Let's rock some Professional Development today! #sachat

5:05 pm aSarahWood I've stalked long enough...I'm joining in on my first #sachat today!

5:05 pm mrskeegin Hurray for @MalloryEmerson joining the #sachat live today!

5:05 pm JPedde @SACohort2008 @lynnellison - don't apologize :) #sachat

5:05 pm m\_s\_nelson lets talk about the synergistic paradigms prevalent in our paranthetical professional discourse and the discursive implications #sachat

5:05 pm bethbare I will be lurking on SACHat for the next hour or so #sachat

5:05 pm edcabellon @MalloryEmerson Welcome Mallory! #sachat

5:06 pm The\_SA\_Blog @slhealy Welcome back. Congratulations on your great progress on your thesis!  
#sachat

5:06 pm jpkirch Hello #sachat! Julie Payne Kirchmeier here from SIUC! Looking forward to the chat today! #sachat

5:06 pm JPedde I'm excited :) RT @benkadamus: Lets rock some Professional Development today! #sachat

5:06 pm djdw @aSarahWood Welcome to #sachat!

5:06 pm The\_SA\_Blog @aSarahWood Welcome to your first chat! Pleased that you're joining us!  
#sachat

5:06 pm benkadamus @aSarahWood Welcome Sarah. #sachat

5:06 pm cindykane Hello #sachat and welcome to first-timers! (hi, @KevinPCroke ...BSC alum :-)

5:06 pm slhealy @edcabellon Thanks, Ed! I'm excited to be able to make it back finally! #sachat

5:06 pm edcabellon @aSarahWood Very cool, welcome aboard! #sachat

5:06 pm JennaMagnuski @aSarahWood awesome! that's so exciting! #sachat

5:06 pm JeannetteMarie #sachat Jeannette Passmore - Owens Community College Findlay Campus - let's talk!

5:06 pm BeccaFick Welcome @aSarahWood to #sachat today! She is a fellow Kent Grad student and a GA in my office with @kathy\_petras!

5:06 pm slhealy @The\_SA\_Blog Pleasure's all mine. :) You made my acknowledgments page, BTW. #sachat

5:07 pm Joangib @aSarahWood Welcome! #sachat

5:07 pm Kathy\_Petras It's TRUE! RT @BeccaFick: Welcome @aSarahWood to #sachat today! She is a fellow Kent Grad student and a GA in my office with @kathy\_petras!

5:07 pm LaurieABerry #sachat Laurie Berry from the University of Southern Indiana :)

5:07 pm lynnellison Hi, everyone! Lynn Ellison, American Campus Communities in beautiful Austin, Texas. #sachat #sachat

5:07 pm JPedde Jenn - Syracuse Univ. Graduate - looking for HigherEd work AND researching Higher Ed programs for next year :) #sachat

5:07 pm willistj ooo is Kent State trying to be the next BSC? #sachat

5:07 pm slhealy Roll call: Shannon Healy, student affairs grad student and (hopefully) soon-to-be professional. #sachat

5:08 pm JennaMagnuski @Kathy\_Petras i don't think we can handle any more of you bedazzlers. #sachat

5:08 pm KBHgal Kristen Hyman at LeaderShape in Champaign, IL. #sachat

5:08 pm cholbrook357 Hello @KevinPCroke! I am lurking and hopefully participating in #sachat too this afternoon

5:08 pm TennesseeBelle Erin Ebert, at Texas A&M University #sachat

5:08 pm Joangib Hi folks- Joan from WIT in Boston. #sachat

5:08 pm jpkirch Hey there @jeannettemarie! Good to see you here today! #sachat

5:09 pm NASPAtweets Nathan Victoria at NASPA that coordinates #TPE #saplacement in the office, so have an obvious interest in this subject! #sachat

5:09 pm NikiRudolph Niki - Michigan State. #sachat

5:09 pm Brown\_Melissa Roll Call: Melissa Brown, Graduate Intern at Pitt-Greensburg, soon to be #iupSAHE grade, job hunter #sachat

5:09 pm jpkirch @TennesseeBelle Whoop! Gig 'em Aggies! Welcome! #sachat

5:09 pm tbump Hello! #sachat Teri Bump, American Campus Communities, Aggieland, TX

5:09 pm The\_SA\_Blog MOD: Welcome, all. Today's topic is institutional fit. Please include question numbers in your responses to help people follow along #sachat

5:09 pm jesstini85 roll call - Jessica Fantini, Lycoming College, Student Life Coordinator/Asst. for Residential #sachat

5:09 pm ChrisMacDen Chris MacDonald-Dennis, dean for intercultural affairs at Bryn Mawr College. I suggested today's topic! #sachat

5:09 pm The\_SA\_Blog MOD: Officially welcoming everyone to this week's DAYTIME #SAchat !!! Let's get our #SAchat on!

5:09 pm The\_SA\_Blog MOD: New to the #SAchat? Stand up and introduce yourself.

5:09 pm willistj hello all! going to try to do the afternoon #sachat with my 4mo old! Welcome to the new folks! TJ here from NC State. Asst Dir Campus Activ

5:09 pm studentlifeguru Hello! Scott M. Helfrich with Student Life Consultants. #sachat

5:10 pm SACohort2008 Hello! Student Affairs Cohort (graduating next month!) from San Diego State University #sachat

5:10 pm JeannetteMarie @NikiRudolph I need to make a trip up your way to meet you! #sachat

5:10 pm cindykane Roll Call: Cindy Kane from THE Bridgewater State College (MA). Dir. of Student Involvement and Leadership. #sachat

5:10 pm maddyfacepants Hep peeps...don't get annoyed, it's #sachat day! :)

5:10 pm benkadamus Ben Kadamus from Holy Cross in Worcester, MA #sachat

5:10 pm mrskeegin @willistj Jealous! I miss my little BB. #sachat

5:11 pm JennaMagnuski @cindykane you are so funny. haha. #sachat

5:11 pm The\_SA\_Blog MOD: Q1: As you look at opportunities, how do you determine what you personally need from a department/institution for a good fit? #sachat

5:11 pm BruinsAhYeah Ryan Darling, Res Life @ College of the Holy Cross (MA) #sachat

5:11 pm TennesseeBelle @tbump whoop to another in Aggieland tweeting today! #sachat

5:11 pm kriscarr442 Kristen Carr, Binghamton University, Activities #sachat

5:11 pm maddyfacepants Roll Call: I'm back to join in today! Madeline Shoemaker, Appalachian State, Grad Student and Residence Director #sachat

5:11 pm willistj @sachort2008 LOVE IT! CONGRATS!!! #sachat

5:11 pm howardsj Sarah Howard, academic advisor at UNC-Chapel Hill. Might be able to actually participate in #sachat for a few minutes today!

5:11 pm cholbrook357 I'm getting real-time search results at TweetGrid <http://tweetgrid.com/> #sachat

5:11 pm samanthaedford Hey I'm Sam! Johnson and Wales University, Charlotte - Residential Life Coordinator! #sachat

5:11 pm BeccaFick Becca Fick, Kent Grad in May, currently Greek Life/Leadership GA at Baldwin-Wallace College #sachat

5:12 pm JPedde @kriscarr442 Ahhh binghamton! we're practically neighbors (i'm near syracuse) #sachat

5:12 pm KevinPCroke I'm new to #sachat, Kevin Croke from THAT Marymount Manhattan College (NY) Coordinator of Student Activities

5:12 pm edcabellon (looks around) WOW, lots of folks joining us today! Very cool :- ) #sachat

5:12 pm Kathy\_Petras Hello #sachat Kathy Petras from Baldwin-Wallace College in Ohio. Assist. Dir. of Student life

5:12 pm slhealy Q1: During round 1 of my search I considered geo location, job responsibilities, availability of support network. #sachat

5:12 pm samanthaedford @howardsj - go Tar Heels! I grew up in Chapel Hill :) #sachat

5:12 pm benkadamus Q1: I look at mission of the institution, department structure, and if there's opportunity for mentoring and role models. #sachat

5:12 pm ChrisMacDen Q1: I never asked about institutional fit until 10 years into my career #sachat

5:12 pm jpkirch Q1: I always look at the institutional mission statement first. Let's me thier values. Then look for ways the campus lives them. #sachat

5:12 pm debrasanborn Q1 Definitely need flexibility and ability to make decisions #sachat

5:12 pm JennaMagnuski Q1: supervisory style is really important - i always asked about the style of the person who would be directly supervising me #sachat

5:12 pm The\_SA\_Blog RT @slhealy: Q1: During round 1 of my search I considered geo location, job responsibilities, availability of support network. #sachat

5:12 pm CledeWang Can't do #sachat this afternoon.....prepping to go to Spring 2010 Raines Colloquium feat. Dr. Tim Pierson, VPSA at Longwood University...

5:13 pm lynnellison Q1: Things I've appreciated from past experiences - accessible sr. staff, flexibility, autonomy, ability to grow #sachat

5:13 pm chellrene @maddyfacepants Hey maddy! I am an App alum! RD of Belk Hall 2000-02 #sachat

5:13 pm maddyfacepants Q1: On paper I look 4 institutions/divisions that will challenge me since I'm a new professional - also positions that fit my skills #sachat

5:13 pm BruinsAhYeah Q1: Past experience - when have I been happiest and what were contributing factors, and how will this new institution challenge me. #sachat

5:13 pm djdw Q1: I like to think about what aspects of my current job get me really excited & what aspects I dread #sachat

5:13 pm Kathy\_Petras Q1: Support from my supervisor for sure. Also ability to be autonomous and creative in my work. #sachat

5:13 pm jpkirch Q1 (cont.): I can then compare my value system to the institutions. Gives me a starting point. #sachat

5:13 pm samanthaedford Q1: I look at the mission, vision and values. Also location and how my family would adapt to a new place. #sachat

5:13 pm Joangib @ChrisMacDen I didn't look at it at first either. Big mistake at one job. #sachat

5:13 pm Brown\_Melissa @maddyfacepants Any chance you overlapped with Sarah Buchanan at App? used to work with her #sachat

5:13 pm The\_SA\_Blog RT @JennaMagnuski: Q1: supervisory style is really important - i always asked about style of the person who would be supervising me #sachat

5:13 pm willistj Q1 have to know what is impt to me 1st and where I want to go w/ career. Then identifying inst fit and opps is easier #sachat

5:13 pm SACohort2008 @willistj Thanks for the #sachat love!

5:13 pm kris carr442 Q1: I look for structure/support coming from the department #sachat

5:13 pm MikeJHamilton Q1 - geo location and ability to do new things and grow #sachat

5:13 pm The\_SA\_Blog RT @willistj: @Q1 have to know what is impt to me 1st and where I want to go w/ career. Then identifying inst fit and opps is easier #sachat

5:13 pm NASPATweets Q1. Asking other classmates/colleagues what their searches entailed. I'm very much an external processor. #sachat

5:13 pm ATECadvice @The\_SA\_Blog Q1: opportunity to utilize my creative side and work environment. #sachat

5:13 pm edcabellon Q1: I agree with @CindyKane. I also look at opportunities for advancement and collaboaration within the institution. #sachat

5:13 pm ChrisMacDen I have worked at mid-size Catholic university, 2 large public universities, and 2 small liberal arts colleges #sachat

5:14 pm The\_SA\_Blog RT @kriscarr442: Q1: I look for structure/support coming from the department #sachat

5:14 pm debrasanborn Q1 Need to know the student population the institution is attempting to serve #sachat

5:14 pm sarahhcraddock Whew, slinking in late again. Students call! I'm Sarah, reslife in Colorado, searching for midlevel positions :) #sachat

5:14 pm JSFrier oopse my tweets were protected!: James Frier, ResLife and Housing - NYU #sachat

5:14 pm JPedde RT @The\_SA\_Blog: Q1: As u look at opportunities, how do u determine what u personally need from a dept/institution for a good fit? #sachat

5:14 pm jpkirch RT @NASPATweets: Q1. Asking other classmates/colleagues what their searches entailed. Im very much an external processor. #sachat

5:14 pm BeccaFick @The\_SA\_Blog Looking for a balance of challenge/support, freedom to try new ideas, support for prodev, variety of tasks #sachat

5:14 pm willistj q1 I have a 5-10 year plan of where I want to go professionally & Personally. this helps weed out bad fit for me personally #sachat

5:14 pm JPedde RT @debrasanborn: Q1 Need to know the student population the institution is attempting to serve #sachat

5:14 pm maddyfacepants I agree with both @jpkirch and @samanthaledford, vision/values are more important than anything else to me. #sachat

5:14 pm Brown\_Melissa geo location, supervisory opportunities #sachat

5:14 pm kriscarr442 RT @NASPATweets: Q1. Asking other classmates/colleagues what their searches entailed. I'm very much an external processor. #sachat

5:14 pm howardsj #sachat Q1: For me it is important to be able to have a good work/life balance. Institutional culture and supervision is important to that

5:14 pm chellrene Roll Call: Michell Jaworski, Winthrop Univ. Asst Dir of Res Life #sachat

5:14 pm BruinsAhYeah Also, location can be a make or break factor for me - I need opportunities beyond my position/campus to have a balanced life. #sachat

5:14 pm MalloryEmerson RT @Kathy\_Petras: Q1: Support from my supervisor for sure. Also ability to be autonomous and creative in my work. #sachat

5:14 pm samanthaedford @Brown\_Melissa I know Sarah Buchanan! She graduated a year after I did from ASU. #sachat

5:14 pm The\_SA\_Blog RT @BeccaFick: Q1 Looking for a balance of challenge/support, freedom to try new ideas, support for prodev, variety of tasks #sachat

5:14 pm cindykane Q1 - how do you get a sense of all this at an interview? It's all great, but how do you know it's real? #sachat

5:14 pm KBHgal Q1: Important to know self, ask the compelling questions about what you need. Then you can explore if it exists. #sachat

5:14 pm LaurieABerry Q1 having been at 1 institution most of my career, I make sure we are transparent when we recruit by sharing values #sachat

5:15 pm maddyfacepants (Q1) I hate not being able to easily find mission, vision, values of a place either online or in job posting #sachat

5:15 pm sarahhcraddock @CledaWang Tim is awesome! I worked there in 2005 as a NODA intern! #sachat

5:15 pm jpkirch Pick apart the job description - that can tell you a lot about what the institution values, and whether or not your values align. #sachat

5:15 pm TennesseeBelle i wanted a large institution, in the south, and it was important to have support to develop in the field #sachat

5:15 pm ericstoller Q1: I need space to be creative & to try new ideas. If I can't be innovative, I have to move on... #SACHat

5:15 pm slhealy Q1: I looked for what prodev opportunities they had, but also name dropped #sachat as a way I develop.

5:15 pm studentlifeguru Q1: I look to see if the dept / univ participates in ACPA, NASPA, NACA, NACURH and other student life orgs . #sachat

5:15 pm ChrisMacDen Q1: Now I know the strengths/ challenges at different types of places #sachat

5:15 pm JPedde Q1: institution size, location, mission statements/values #sachat

5:15 pm The\_SA\_Blog RT @BruinsAhYeah: Also, location can be a make or break factor for me-need opportunities beyond my position/campus to have a balance #sachat

5:15 pm kris carr442 Q1: yah honestly I look at geo location and institutional size/mission #sachat

5:15 pm JennaMagnuski seems like we all have a lot of strong opinions - hard to keep up this week! haha #sachat

5:15 pm The\_SA\_Blog RT @ericstoller: Q1: I need space to be creative & to try new ideas. If I can't be innovative, I have to move on #sachat

5:15 pm Brown\_Melissa @samanthaledford Awesome! We worked together at the University of North Carolina School of the Arts. :) #sachat

5:15 pm maddyfacepants @samanthaledford @Brown\_Melissa don't know her...but at least one of us ASU ppl does :) #sachat

5:15 pm jesstini85 Q1 look at what was positive and negative of past employment to know what u r/r not looking for in future #sachat

5:15 pm Joangib @cindykane Q1 - how do you get a sense of all this at an interview? It's all great, but how do you know it's real? VERY true #sachat

5:15 pm The\_SA\_Blog @slhealy We appreciate the name dropping. :) #sachat

5:15 pm BeccaFick @cindykane Q1 It feels like sorority recruitment. You hope the values match the t-shirts, slogans, and cheesecakes. #sachat

5:15 pm samanthaledford me too! RT @studentlifeguru: Q1: I look to see if the dept / univ participates in ACPA, NASPA, NACA, NACURH and student life orgs. #sachat

5:15 pm kris carr442 Q1 (cont) then i look at reporting structures and programs already established, then where my style fits #sachat

5:16 pm jpkirch You should also look at your own life situation and make sure the values you see professed will support your work/life balance. #sachat

5:16 pm JeannetteMarie @studentlifeguru That is an excellent thing to look for! #sachat #writingthatdown

5:16 pm KBHgal Q!: Developing good info finding questions when interviewing - and ask people what they know, think about the place. #sachat

5:16 pm The\_SA\_Blog RT @jesstini85: Q1 look at what was positive and negative of past employment to know what u r/r not looking for in future #sachat

5:16 pm NikiRudolph @BruinsAhYeah Ditto. Needs to eval the campus and surrounding community to determine fit for me. #sachat

5:16 pm maddyfacepants @studentlifeguru good point, professional associations are a big factor for me as well #sachat

5:16 pm howardsj I agree w @BeccaFick that prof development is really important. I got a different impression from my interview than has been reality #sachat

5:16 pm StacyLOliver @jesstini85 I always tell people that I have to have bad experiences to know what I'm looking for in my next experience. #sachat

5:16 pm chellrene Q1: I think I would ditto most of what's been said, but for me it's also something internal I can't always quantify or qualify. #sachat

5:16 pm willistj q1 @ericstoller AGREED! - need flexibility to move org forward within my scope of work #sachat

5:16 pm ChrisMacDen Ask about collegiality, collaboration between departments #sachat

5:16 pm JennaMagnuski @aludraeltanin wants to know about the type of student and whether she could mesh with them! #sachat

5:16 pm ChrisMacDen RT @ericstoller: Q1: I need space to be creative & to try new ideas. If I can't be innovative, I have to move on... #SACHat

5:16 pm slhealy Someone wise on here told me to check out the grocery store near campus, for all you'd need to know about the local area! :) #sachat

5:16 pm MikeJHamilton Q1 it is nice to not feel desperate in a job search and look for qualities i want. different from last time i searched #sachat

5:17 pm SACohort2008 @maddyfacepants I think it's worse when u cannot locate the structure of the office. I want to know if there R 2 professionals or 20 #sachat

5:17 pm NASPATweets @cindykane the field is small. Ask your colleagues their thoughts about the institution! #sachat

5:17 pm kris carr442 RT @willistj: q1 @ericstoller AGREED! - need flexibility to move org forward within my scope of work #sachat

5:17 pm maddyfacepants RT @BeccaFick: @cindykane Q1 It feels like sorority recruitment. You hope the values match the t-shirts, slogans, and cheesecakes. #sachat

5:17 pm debrasanborn Q1 I also look for a team of professionals that enjoy sharing ideas, brainstorming, problem solving. Group processing important. #sachat

5:17 pm KBHgal RT @StacyLOliver: I always tell people that I have to have bad experiences to know what I'm looking for in my next experience. #sachat

5:17 pm willistj q1 look at staff dynamics....dont want to be the sole young one in the dept. #sachat

5:17 pm The\_SA\_Blog MOD: Q2: How do you best determine institutional values? What are your best resources before being hired? #sachat

5:17 pm TennesseeBelle @BeccaFick agreed, Becca...TPE felt like recruitment all over again! #sachat

5:17 pm jpkirch You can also call people that you know and trust that work at the instiuttion to get the 'real scoop' on a place. Helps me a lot. #sachat

5:17 pm benkadamus Q1: There's an element of having a good &quot;gut feeling&quot; about a place. Do what your heart tells, but make them sell it to you too. #sachat

5:17 pm LaurieABerry asking what staff value beyond what is stated on paper is equally important. #sachat

5:17 pm ChrisMacDen RT @MikeJHamilton: Q1 it is nice to not feel desperate in a job search and look for qualities i want. different from last time i searched #sachat

5:17 pm samanthaedford Agreed! RT @chellrene: Q1: ...for me its also something internal I cant always quantify or qualify. #sachat

5:17 pm The\_SA\_Blog RT @slhealy: Someone wise on here told me to check out the grocery store near campus, for all you'd need to know about local area! #sachat

5:17 pm djdw Q1: educational philosophy is a big one. Is this sa group serious about student learning or is it just given lip service? #sachat

5:17 pm lelambeth I'm jumping into a student affairs chat - #sachat - forgive the multiple tweets over the new 40 mins. :)

5:17 pm howardsj Good point, @DebraSanborn. The team you work with is SUPER important! #sachat

5:17 pm cindykane Yes!! RT @NASPAtweets:the field is small. Ask your colleagues their thoughts about the institution! #sachat

5:17 pm The\_SA\_Blog RT @jpkirch: You can also call people that you know and trust that work at the instiution to get the 'real scoop' on a place. #sachat

5:18 pm KBHgal How do people sound and look when you ask questions about what fits for you? Those cues can be really telling #sachat

5:18 pm The\_SA\_Blog RT @benkadamus: Q1: There's an element of having a good &quot;gut feeling&quot; about a place. #sachat

5:18 pm jpkirch Q2: Mission statements, goals/strategic plans, asking questions about the culture &amp; philosophy of campus/dept. #sachat

5:18 pm cindykane Q2: Institutional values emerge through allocation of resources #sachat

5:18 pm willistj q1 @debrasanborn yes! group process is a must. - colleague had an office couch for this reason! #sachat

5:18 pm The\_SA\_Blog RT @KBHgal: How do people sound and look when you ask questions about what fits for you? Those cues can be really telling #sachat

5:18 pm JennaMagnuski Q2: @aludraeltanin student newspaper tells you a lot about how the students perceive the institution &amp; how values are enacted #sachat

5:18 pm MikeJHamilton Q2 talk to people in the field that you know, use connections, talk to students about what they think. #sachat

5:18 pm TennesseeBelle Q2: I utilized website, professional contacts, friends and networks...I wanted to know a lot before moving my life #sachat

5:18 pm maddyfacepants Transparency in general is important for both institutions and divisions just like it is for us as job searchers and professionals. #sachat

5:18 pm RagstoRitzMama Q1 agreed, must show willingness to integrate, be open... think of it as a model for student behavior. #sachat

5:18 pm ChrisMacDen @The\_SA\_Blog Q2: I ask friends in the field. Decided not to apply for position bc found depts were territorial #sachat

5:18 pm MalloryEmerson #sachat Q1 straight out of grad I focused on ability to stretch my legs, grow as pro, but would now look more spec for pro dev opps

5:18 pm NASPAtweets Q2 There's institutional values and department values. I'm willing to be the change I want to see if one component will support me. #sachat

5:18 pm LaurieABerry Q2: when people I know are looking I try to connect them with someone who has worked at the Institution in the past. #sachat

5:19 pm Kathy\_Petras Q1: I also think the type of student is important for me. I have some great ones now & that's a question I ask in interviews. #sachat

5:19 pm KBHgal If leaving a negative experience, be wary of looking for just what you don't want. #sachat

5:19 pm The\_SA\_Blog @KBHGal Great point, Kristen. Non-verbals and what people AREN'T telling you are also essential communication. #sachat

5:19 pm BeccaFick I've looked for potential supervisor/colleagues names in the places I want to be (blogs, prof. org leadership boards, conferences) #sachat

5:19 pm slhealy @jpkirch It's been nice knowing people through twitter that have worked at schools, or know someone there you can connect with. #sachat

5:19 pm BruinsAhYeah Q2: Read the mission and watch to see if it is reflected in your interactions with staff and on campus. #sachat

5:19 pm jesstini85 RT @jpkirch: You can also call people that you know and trust that work at the institution to get the 'real scoop' on a place. Helps me a lot. #sachat

5:19 pm JPedde And being open 2 new challenges when u get there RT @benkadamus: Q1: There's an element of having a good 'gut feeling' about a place. #sachat

5:19 pm edcabellon Q1: To grow professionally, it's important to find a supervisor/staff who complements your shortcomings. #sachat

5:19 pm benkadamus @jpkirch Q2: A mission statement says a lot. One thing to try and sort out in an interview is if it's really followed. #sachat

5:19 pm The\_SA\_Blog RT @TennesseeBelle: Q2: I utilized website, professional contacts, friends and network. I wanted to know a lot before moving my life #sachat

5:19 pm studentlifeguru RT @djdw: Q1: educational philosophy is a big one. Is this sa group serious about student learning or is it just given lip service? #sachat

5:19 pm steve\_campbell Q2: Sometimes you just don't know what you need for a good fit and you need to just explore. Hindsight is 20/20. #sachat

5:19 pm jpkirch Q2: use your prof network to help determine the reputation of the institution. That can tell you if campus values=action. #sachat

5:19 pm BeccaFick RT @The\_SA\_Blog: MOD: Q2: How do you best determine institutional values? What are your best resources before being hired? #sachat

5:19 pm willistj 100% RT @djdw Q1 educational philosophy is a big one. Is this sa group serious abt student learning or is it just given lip service? #sachat

5:19 pm howardsj Q2: @The\_SA\_Blog Web sites are more forthcoming with helpful info. Also useful to read the student newspaper for culture cues #sachat

5:19 pm The\_SA\_Blog RT @BruinsAhYeah: Q2: Read the mission and watch to see if it is reflected in your interactions with staff and on campus. #sachat

5:19 pm maddyfacepants I love Q2: I think they should be obviously stated or else they may not be widely agreed upon by dept/valued as much as necessary #sachat

5:19 pm The\_SA\_Blog RT @steve\_campbell: Q2: Sometimes you just don't know what you need for a good fit and you need to just explore. Hindsight is 20/20 #sachat

5:19 pm Brown\_Melissa Q 2: most important info is gained from the phone & on campus interviews #sachat

5:20 pm debrasanborn Q2 Values are outlined in the strategic plan, but it is hard to see if they are portrayed without getting to know people. #sachat

5:20 pm djdw what's Q2. I missed it! #sachat

5:20 pm The\_SA\_Blog RT @howardsj: Q2: Web sites are more forthcoming with helpful info. Also useful to read the student newspaper for culture cues #sachat

5:20 pm Joangib RT @BruinsAhYeah: Q2: Read the mission and watch to see if it is reflected in your interactions with staff and on campus. #sachat

5:20 pm ChrisMacDen RT @edcabellon: Q1: To grow professionally, it's important to find a supervisor/staff who complements your shortcomings. #sachat

5:20 pm JPedde Q2: @The\_SA\_Blog Web sites are more forthcoming with helpful info. Also useful to read the student newspaper for culture cues #sachat

5:20 pm edcabellon Q2: Talk to students, current staff, alumni, professional colleagues to see if the letter and spirit of the law match. #sachat

5:20 pm The\_SA\_Blog @Brown\_Melissa What kind of information do gather from those conversations? #sachat

5:20 pm SACohort2008 Q2: Student newspaper, ASK, call colleagues who may have experience there, the campus #fb page is a good idea to look at #sachat

5:20 pm samanthaedford Q2: Talking with the current students and friends who worked at that institution helped my search. Site/FB/Twitter helps too! #sachat

5:20 pm KBHgal Q2: Ask different folks what the inst values are and see how (if?) they match. #sachat

5:20 pm lelambeth Q2 I dig through the website, ask colleagues about the institution. "clicking" with the institution or staff/faculty is key for me. #sachat

5:20 pm JennaMagnuski Q2: with mission, you can tell that some people just don't have a very specific one so you have to rely on other sources #sachat

5:20 pm slhealy Q2: Read mission/vision/values ahead of time, ask how they're used in dept and around campus. #sachat

5:20 pm jpkirch @benkadamus Agreed. Figuring out if the campus/department actually lives it's mission is key. #sachat

5:20 pm RagstoRitzMama Q2 finding niche and connecting with it, looking at trends EVERYWHERE and work to adapt them into philosophy behind ops and admin. #sachat

5:20 pm JPedde RT @The\_SA\_Blog: MOD: Q2: How do you best determine institutional values? What are your best resources before being hired? #sachat

5:20 pm The\_SA\_Blog RT @debrasanborn: Q2 Values are outlined in the strategic plan, but hard to see if they are portrayed without getting to know people #sachat

5:20 pm KevinPCroke Q1 - Ask for the interpersonal experience of your would be colleagues. How does your supervisor make you feel supported? #sachat

5:20 pm maddyfacepants Q2: important to listen during interviews: can you point out values just from conversation? And are do they even know what they are? #sachat

5:20 pm Kathy\_Petras Q2: Mission Statements, Websites, Utilize network connections (Tweeps!) If you don't like the front end, probably won't work. #sachat

5:20 pm jennpow23 Sad to missing the #sachat today considering the topic and that I am at an on campus interview right now!

5:20 pm sarahhcraddock @The\_SA\_Blog Q2: I try to look at a budget when I can - do they put their money where their mouth is? #sachat

5:20 pm debrasanborn RT @The\_SA\_Blog: MOD: Q2: How do you best determine institutional values? What are your best resources before being hired? #sachat

5:20 pm NikiRudolph Q2: In interview, I ask same ? of multiple people to see consistency. #sachat.

5:21 pm krisarr442 @jpkirch But how do you figure that out? #sachat

5:21 pm jpkirch YouTube is an interesting source for determining student values from a campus. I learned a lot about my current campus that way. #sachat

5:21 pm jesstini85 Q2: Google the school, you can find interesting tidbits that alums/students/staff have out there on the net to find out more 2 #sachat

5:21 pm willistj #sachat q2 asking students at the inst or colleagues. also looking at year end reports

5:21 pm samanthaedford We went and visited the campus before my actual on-campus interview to get a good feel for the univ. and the city itself. #sachat

5:21 pm KBHgal Here here! RT @NikiRudolph: Q2: In interview, I ask same ? of multiple people to see consistency. #sachat.

5:21 pm The\_SA\_Blog RT @sarahhcraddock: Q2: I try to look at a budget when I can - do they put their money where their mouth is? #sachat

5:21 pm krisarr442 Q2: do the interviewers/department team member even really know the values? do they use them in practice? #sachat

5:21 pm howardsj I know that all of #sachat folks will be valuable resources when I go to search next. SA ppl always know others at various places!

5:21 pm jesstini85 RT @NikiRudolph: Q2: In interview, I ask same ? of multiple people to see consistency. #sachat.

5:22 pm lelambeth Q2: I also see how their students are represented in marketing, how the univ is involved in the community. #sachat

5:22 pm BeccaFick Q2 I check out Class of 2013 XYZ Univ FBook pages, or other social media search results. More honest than newspapers #sachat

5:22 pm tbump RT @cindykane: Q2: Institutional values emerge through allocation of resources #sachat Great Point-what is valued gets \$\$\$

5:22 pm jpkirch @krisarr442 You have to look for evidence in programs, stories from people on the campus, newspapers, networks, etc., to help. #sachat

5:22 pm studentlifeguru Q2: Actions are louder than words, what orgs are they involved with and what has the school produced (presentations, publications) #sachat

5:22 pm naspabookstore TELL YOUR FRIENDS: Get 25% off in the NASPA Bookstore with code END10 now through 6/30 <http://bit.ly/6NRVN0> #sachat #studentaffairs

5:22 pm willistj me too! find the disconnect this way quickly RT@NikiRudolph Q2: In interview, I ask same ? of multiple people to see consistency. #sachat. -

5:22 pm JeannetteMarie Q2: reaching out to my network and asking about their experiences with professionals from the campus in question #sachat

5:22 pm JennaMagnuski i also want to know how they orient employees - says a lot about their expectations and values #sachat

5:22 pm JennaMagnuski Q2: i also want to know how they orient employees - says a lot about their expectations and values #sachat

5:22 pm The\_SA\_Blog RT @BeccaFick: Q2 I check out Class of 2013 XYZ Univ FBook pages, or other social media search results. More honest than newspapers #sachat

5:22 pm jpkirch Absolutely Agree! RT @NikiRudolph: Q2: In interview, I ask same ? of multiple people to see consistency. #sachat. #sachat

5:22 pm Joangib RT @KBHgal: Here here! RT @NikiRudolph: Q2: In interview, I ask same ? of multiple people to see consistency. #sachat. Great idea!

5:22 pm djdw Q2: networking and asking peers/mentors. the tweeps you are getting to know in #sachat know a lot of institutions, so ask them!

5:22 pm mikesevery rolling in late. where are we....? #sachat

5:22 pm samanthaedford RT @tbump: RT @cindykane: Q2: Institutional values emerge through allocation of resources #sachat Great Point-what is valued gets \$\$ #sachat

5:22 pm Brown\_Melissa @BeccaFick I did that yesterday! Facebook is so telling #sachat

5:22 pm ChrisMacDen I interviewed at school where no students were included in process. Big no for me #sachat

5:22 pm BruinsAhYeah Informal sources can be useful in picking up on things that may not come up otherwise - news, wikipedia...just beware reliability. #sachat

5:22 pm edcabellon Q2: Having thoughtful, prepared Q's ready for those you are interviewing with are important. Their answers are just the surface. #sachat

5:22 pm slhealy @BeccaFick Do you look at the "unofficial" groups too, or just ones started by the univ? #sachat

5:23 pm StacyLOliver Q2: I always ask for an org chart, 3 most recent student newspapers, annual reports of dept/division. #sachat

5:23 pm ChrisMacDen RT @BeccaFick: Q2 I check out Class of 2013 XYZ Univ FBook pages, or other social media search results. More honest than newspapers #sachat

5:23 pm BeccaFick Q2 Check out the people featured in brochures, compared with real institutional stats. Or better yet, what you see on campus #sachat

5:23 pm OO\_Dave\_O Q2: Values are also very apparent in programs that the school initiates. Collaborative academic/student life programs, etc #sachat

5:23 pm jpkirch RT @JennaMagnuski: Q2: i also want to know how they orient employees - says a lot about their expectations and values #sachat

5:23 pm clconzen Q2 I always take note if students play active role on search committee and in process, if not that's a red flag for me #sachat

5:23 pm cindykane Yes!!RT @ChrisMacDen: I interviewed at school where no students were included in process. Big no for me #sachat

5:23 pm StacyLOliver Q2: Also, when you ask a question in an interview, have some idea what you want the answer to be before you ask it. #sachat

5:23 pm debrasanborn @mikesevery Q2: How do you best determine institutional values? What are your best resources before being hired? #sachat

5:23 pm Brown\_Melissa @StacyLOliver Do they normally give those to you without an issue? #sachat

5:23 pm The\_SA\_Blog RT @OO\_Dave\_O: Q2: Values are also very apparent in programs that the school initiates. Collaborative academic/student life programs #sachat

5:23 pm NASPAtweets Also, if students are during breaks, that says something! RT @ChrisMacDen: interviewed where no students were included in process #sachat

5:23 pm JennaMagnuski Q2: i like reading strategic plans, if they have them - they're dense, but say a lot. at least check out an exec summary #sachat

5:23 pm slhealy @ChrisMacDen Wow. That was my favorite part of on-campus interviews, meeting with students! #sachat

5:24 pm BeccaFick @slhealy I look at both. Student perspective vs. university. Are students buying what we're selling? #sachat

5:24 pm willistj Q2 look at memberships in prof orgs (ex #ACUI) see if they value those resources #SACHAT

5:24 pm The\_SA\_Blog RT @StacyLOliver: Q2: I always ask for an org chart, 3 most recent student newspapers, annual reports of dept/division. #sachat

5:24 pm jpkirch Great advice! RT @StacyLOliver: when you ask a question in interviews, have some idea what you want answer to be before you ask it. #sachat

5:24 pm maddyfacepants RT @ChrisMacDen I interviewed at school where no students were included in process. Big no for me #sachat //that would be a no for me too

5:24 pm steve\_campbell Q2: Always be networking. If you're interested in a company start building relationships with the ppl who work there. #sachat

5:24 pm benkadamus RT @OO\_Dave\_O: Q2: Values are also very apparent in programs that the school initiates. Collaborative academic/student life programs #sachat

5:24 pm TennesseeBelle Q2: while I agree FB-ing is good, I take it with a grain of salt. I know i LOVE A&M, and it is an acquired taste for others #sachat

5:24 pm MikeJHamilton Q2 go to the school on a day when you dont interview and sit in the campus center for a little while #sachat

5:24 pm cindykane I interviewed once where the staff weren't included in interviews for their own Director. Showed lack of value of their role... #sachat

5:24 pm lelambeth I also like to see how the university treats the support staff:custodians, secretaries etc & see if they are included in interview. #sachat

5:24 pm jpkirch The connection between what the university sells and what students believe the university has delivered is key. Ask questions! #sachat

5:24 pm mikesevery @debrasanborn thanks. are we talking purely candidate perspective I assume? #sachat

5:24 pm samanthaedford Agreed! RT @JennaMagnuski: Q2: i like reading strategic plans, if they have them - theyre dense, but say a lot. #sachat

5:24 pm djdw Q2: Ask the hiring manager to describe how a particular program is conceived and planned. It will be very telling! #sachat

5:24 pm The\_SA\_Blog RT @MikeJHamilton: Q2 go to the school on a day when you dont interview and sit in the campus center for a little while #sachat

5:25 pm jesstini85 @StacyLOliver wow, never thought 2 do that, interesting strategy! #sachat

5:25 pm MikeJHamilton #sachat

5:25 pm maddyfacepants RT @StacyLOliver Q2: when you ask a question in interviews, have idea what you want the answer to be before you ask it. #sachat // SO TRUE

5:25 pm The\_SA\_Blog @MikeJHamilton To that end, talk to students who aren't in the process. Those students have been vetted. Find casual contact. #sachat

5:25 pm KBHgal And pay attn to if you get to mt ppl w/out the boss. RT @ChrisMacDen I interviewed at school where no students were included. #sachat

5:25 pm JennaMagnuski Q2 @aludraeltanin check benefits package. says a lot about values (LGBT included?) and how valued employees are #sachat

5:25 pm tbump #sachat how we run the interview process & treat each other is very telling... Q2

5:25 pm willistj q2 @chrismacden interviewed where the students were the only group w/o eval sheets on me. SPOKE VOLUMES to values! #sachat

5:25 pm The\_SA\_Blog RT @djdw: Q2: Ask the hiring manager to describe how a particular program is conceived and planned. It will be very telling! #sachat

5:25 pm SACohort2008 Agreed! RT @MikeJHamilton: Q2 go to the school on a day when you dont interview and sit in the campus center for a little while #sachat

5:25 pm studentlifeguru Q2: I also want to see if these people are cool and fun t o be around! As you all know, we SA folks spend a lot of time at work! #sachat

5:25 pm LaurieABerry RT @MikeJHamilton: Q2 go to the school on a day when you dont interview and sit in the campus center for a little while #sachat

5:25 pm NASPAtweets @chrismacden I also like to talk to random students, as clearly we know that the students we talk to are strategically picked. #sachat

5:26 pm BeccaFick RT @KBHgal: And pay attn to if you get to mt ppl w/out the boss. #sachat

5:26 pm StacyLOliver @jesstini85 There are people in #sachat who have been subject to those requests in my previous searches. They still speak to me. :) #sachat

5:26 pm jesstini85 great! RT @StacyLOliver: Q2: Also, when u ask a ? in an interviews, have some idea what you want the answer to be before you ask it. #sachat

5:26 pm jpkirch Great process question! RT @djdw: Ask the hiring mgr to describe how particular program is conceived and planned...very telling! #sachat

5:26 pm Joangib RT @cindykane: I interviewed once where the staff weren't in interviews for their Director. Showed lack of value #sachat Bad news!

5:26 pm howardsj Q1/2: Being in #AcAd, it is important to know how SA & AA interact. That is sometimes hard to find out in interview #sachat

5:26 pm slhealy One on-campus I had brought me in a day early to attend a program on campus. Saw values/staff/students in action. #sachat

5:26 pm maddyfacepants RT @The\_SA\_Blog: @MikeJHamilton To that end, talk to students who aren't in the process. Those students have been vetted. Find casual contact. #sachat

5:26 pm sarahhcraddock RT @StacyLOliver: Q2: when you ask a question in an interviews, have some idea what you want the answer to be before you ask it. #sachat

5:26 pm mrskeegin @studentlifeguru Agreed! I have to feel that connection by the end of the visit. #sachat

5:26 pm debrasanborn @mikesevery More about how do we know our personal values align with the institution's #sachat

5:26 pm TennesseeBelle @studentlifeguru agreed! I knew I fit in with ppl that became coworkers during &quot;off&quot;; parts like tours, meals, etc... #sachat

5:26 pm lynnellison Can't believe that there are programs that don't get student feedback! It would never occur to me to NOT get their feedback. #sachat

5:26 pm maddyfacepants @chellrene oh I'm the RD in Belk right now!!! AWESOME! :) #sachat

5:26 pm StacyLOliver Q2: Pay attention to communication. Got e-mails from an employer between 1 &amp;\* 4 a.m. consistently. What does that say about culture? #sachat

5:26 pm JeannetteMarie Q2: Might ask &quot;Do you play everyday?&quot; #sachat

5:27 pm sarahhcraddock @lelambeth Let's face it, those people run the dept more than the director :) #sachat

5:27 pm The\_SA\_Blog RT @slhealy: One on-campus I had brought me in a day early to attend a program on campus. Saw values/staff/students in action. #sachat

5:27 pm BruinsAhYeah RT @JeannetteMarie: Q2: Might ask &quot;Do you play everyday?&quot; #sachat

5:27 pm JennaMagnuski RT @StacyLOliver: Q2: when you ask a question in an interviews, have some idea what you want the answer to be before you ask it. #sachat

5:27 pm Joangib RT @JennaMagnuski: Q2 @aludraeltanin check benefits package. says a lot about values (LGBT included?) #sachat Agreed for Big picture

5:27 pm JPedde RT @MikeJHamilton: Q2 go to the school on a day when you dont interview and sit in the campus center for a little while #sachat

5:27 pm jpkirch @lynnellison And that is why you are a stellar professional! #sachat

5:27 pm OO\_Dave\_O Q2: Additionally- when you are interviewing, be aware of the questions asked of you. Sometimes they imply direction/need/values #sachat

5:27 pm slhealy @StacyLOliver Uh oh, almost all my emails are between 10pm and 3am. #sachat

5:27 pm chellrene Q2: DOn't neglect your personal life, check out the life outside campus and what your colleagues are like outside the office #sachat

5:27 pm laurapasquini Q2: Have an informal chat with current students, staff &amp; faculty before or after the interview. Get an idea about campus vibe. #sachat

5:27 pm AndreaHart Hey all! Dropping in after my meeting ran oh-so-late! Whoo hoo #sachat

5:27 pm jpkirch @JennaMagnuski - great comment about checking benefits package to see values in action! #sachat

5:28 pm ChrisMacDen @willistj that does speak volumes! #sachat

5:28 pm lelambeth @lynnellison Same here! Students in interviews gives them experience and keeps our stakeholders involved. #sachat

5:28 pm jesstini85 RT @jpkirch: The connection between what the university sells &amp; what students believe the university has delivered is key. Ask ?s! #sachat

5:28 pm mrskeegin Pay attention to how they treat you as an interviewee. Attitude, actions, words all say something. #sachat

5:28 pm OO\_Dave\_O @TenesseBelle HAHA- that's what those tours/meals are designed to do. Make you comfortable- but stay professional! #sachat

5:28 pm slhealy Hey, @AndreaHart! Nice to &quot;see&quot; you. :) #sachat

5:28 pm jpkirch Ask for a student to give you the tour of campus. Even if they're &quot;vetted&quot;, their answers to questions can be revealing. #sachat

5:28 pm benkadamus @OO\_Dave\_O This is very, very true. You can pretty easily see what is valued by what is asked and what attention it's given. #sachat

5:28 pm BruinsAhYeah It's definitely important to have spent quality time understanding your own values before attempting to quiz others on theirs. #sachat

5:28 pm ChrisMacDen RT @debrasanborn: @mikesevery More about how do we know our personal values align with the institution's #sachat

5:28 pm The\_SA\_Blog MOD: Q3: So despite all the research, you're in a bad institutional fit. What are your first steps to correcting the situation? #sachat

5:29 pm JennaMagnuski @jpkirch thanks! #sachat

5:29 pm jpyatte I tried to walk around and chat with students while on-campus, just to see if what the admin was saying played out on campus. #sachat

5:29 pm KBHgal This joint is hopping but I have to run. Can't wait to see the entire transcript. #sachat

5:29 pm studentlifeguru I've always asked to stay on campus rather than a hotel for interviews so I could explore and see the real deal. #sachat

5:29 pm maddyfacepants @StacyLOliver another great point. tells us about culture of institution and possible expectations from employer #sachat

5:29 pm lelambeth @OO\_Dave\_O Absolutely! While I answer questions I analyze what they are really wanting to know - and what their focus/priority is. #sachat

5:29 pm jpkirch Pictures are also telling. Check out the on-line photos of the administration, and of brochures for students. Values in action. #sachat

5:29 pm ChrisMacDen @DebraSanborn @mikesevery knowing MY values is as important as knowing the institution's values. What do I want? #sachat

5:29 pm Joangib Q3: That is tough. Depends on what the mismatch is #sachat

5:29 pm jpkirch Q3: Speak up and tell people what you need. Oftentimes, silence is an issue. We simply don't ask. #sachat

5:29 pm NASPATweets Q3 May be a bad instituional fit, but can you find a better department or supervisor fit? #sachat

5:29 pm studentlifeguru RT @OO\_Dave\_O: Q2: when you are interviewing, be aware of the questions asked of you. Sometimes they imply direction/need/values #sachat

5:29 pm lynnellison Q3: I waited mine out and it eventually became a good fit (staff changes). But, that's not for everyone. #sachat

5:30 pm SACohort2008 Q3 is a GREAT question. Can't wait to read the responses and pass them on in class tonight #sachat

5:30 pm MikeJHamilton Q3 my worst fear #sachat

5:30 pm mrskeegin Q3: Ask myself, &quot;What can I gain from this position?&quot; &quot;What will I learn, be able to take with me?&quot; #sachat

5:30 pm KBHgal Q3: Do not be afraid to leave. Your health/prof experiences are more impt than staying someplace b/c it'll look bad on the resume. #sachat

5:30 pm The\_SA\_Blog RT @jpkirch: Q3: Speak up and tell people what you need. Oftentimes, silence is an issue. We simply don't ask. #sachat

5:30 pm debrasanborn Q3: Bad fit. Update your resume, refresh your network. You cannot always change their culture, but you can change your own. #sachat

5:30 pm BeccaFick Q3 Assess it :) Why is this a bad fit, can I correct it by making personal changes? Is there room to grow/change how I feel? Allies? #sachat

5:30 pm sarahhcraddock @The\_SA\_Blog Q3: Determine what's changable, what's non negotiable, and if it's worth the fight. #sachat

5:30 pm The\_SA\_Blog RT @NASPATweets: Q3 May be a bad instituional fit, but can you find a better department or supervisor fitz #sachat

5:30 pm hiedcareercoach Hey #sachat, checking in late. I always asked what people do outside of work. If inst. is bad @ encouraging balance, it'll show in answers

5:30 pm JeannetteMarie Q3: Open communication about what is expected of me and what I expect and how can we meet each other where we are #sachat

5:30 pm jesstini85 @StacyLOliver oh, no I was interested in a postive way 2 ur strategy. think u really get a lot of good stuff in what u requested #sachat

5:30 pm AndreaHart Q3 - Bad fit or not student affairs is a small field, you have to evaluate your commitments to the institution and NOT burn bridges! #sachat

5:30 pm SACohort2008 RT @MikeJHamilton: Q3 my worst fear #sachat

5:30 pm Kathy\_Petras Q3: Start with your supervisor. You hopefully made a connection with them initially that made you take the job. #sachat

5:30 pm ericstoller While interviewing 4 a position, a committee member called the interview process "a hazing". Knew I didn't want 2 b there after tht #sachat

5:30 pm willistj Q3 find colleagues there or else where to get postivie energy and relieve negative enegery #sachat

5:30 pm ChrisMacDen RT @OO\_Dave\_O: Q2: Additionally- when you are interviewing, be aware of the questions asked of you. Sometimes they imply direction/need/values #sachat

5:30 pm Joangib Q3: If departmental, agree with @jpkirch to ASK and speak up. If Institutional, bigger issue #sachat

5:30 pm cholbrook357 good point - is it bad enough to deal or must you move on RT @Joangib: Q3: That is tough. Depends on what the mismatch is #sachat

5:31 pm laurapasquini @The\_SA\_Blog Q3: Assess professional goals & objectives - Talk to mentors/colleagues - Review your transition needs & options. #SAchat

5:31 pm TennesseeBelle Q3: The challenge is expectation vs. reality. Are the expectations fair? Realistic? Have they been articulated? Ar #sachat

5:31 pm maddyfacepants Q3: I never did well with this in non SA jobs so I'm interested to see what everyone says. #sachat

5:31 pm The\_SA\_Blog RT @Kathy\_Petras: Q3: Start with your supervisor. You hopefully made a connection with them initially that made you take the job. #sachat

5:31 pm TennesseeBelle Q3: The challenge is expectation vs. reality. Are the expectations fair? Realistic? Have they been articulated? Ar #sachat

5:31 pm jpkirch RT @JeannetteMarie: Q3:Open communication about what is expected of me and what I expect and how can we meet each other where we are #sachat

5:31 pm The\_SA\_Blog RT @TennesseeBelle: Q3: The challenge is expectation vs. reality. Are the expecations fair? Realistic? Have they been articulated #sachat

5:31 pm debrasanborn Q3: Can you change your lens? Try on a new size? Bad fit may look better than alternatives. #sachat

5:31 pm steve\_campbell RT @mrskeegin: Q3: Ask myself, "What can I gain from this position?" "What will I learn, be able to take with me?" #sachat

5:31 pm slhealy Q3: No job yet, but grad school wasn't right fit at first. Had to find a dept I felt more comfortable/productive in. #sachat

5:31 pm cindykane @AndreaHart Agreed... leaving gracefully is an art and science! #sachat

5:31 pm JennaMagnuski RT @TennesseeBelle: Q3: The challenge is expectation vs. reality. Are the expectations fair? Realistic? Have they been articulated? #sachat

5:31 pm samanthaedford Q3: Make the best of it until you can transition to a new univ/position - let them know what you need and get involved outside work. #sachat

5:31 pm studentlifeguru Q3: Chronicle of HIED and higheredjobs.com LOL! #sachat

5:31 pm maddyfacepants RT @KBHgal: Q3: Do not be afraid to leave. health/prof experiences are more impnt than staying b/c it'll look bad on the resume. #sachat

5:31 pm The\_SA\_Blog RT @debrasanborn: Q3: Can you change your lens? Try on a new size? Bad fit may look better than alternatives. #sachat

5:31 pm lelambeth Q3: I focus on where I do fit and what good impact I can make. I see how I could adapt, and stay motivated. #sachat

5:32 pm willistj YEP! RT @debrasanborn Q3: Update your resume, refresh ur network. You cant always change their culture but you can change your own. #sachat

5:32 pm ChrisMacDen @OO\_Dave\_O I interviewed at women's college where they asked about 'lesbian sexual harrassment.' told me volumes #sachat

5:32 pm ericstoller If in a spot where the fit isn't good, I look for cross campus collabs, mentors, etc. to help keep my spirit alive. #sachat

5:32 pm SACohort2008 Well stated. RT @StacyLOliver: Q3: Tell ppl wht u need. dont assume that they know. Ask 4 help, new tasks, involvement. Use urvoice. #sachat

5:32 pm JennaMagnuski Q3 you can learn from anything...depends on how bad the fit is i'd think #sachat

5:32 pm maddyfacepants @KBHgal thanks for throwing that out there, it almost seems like the BIG no-no and it scares me!!! #sachat

5:32 pm aSarahWood RT @BruinsAhYeah: Its important to have spent time understanding your own values before attempting to quiz others on theirs. #sachat

5:32 pm mikesevery rare to get 100% fit. What are you willing to deal with and what is non-negotiable. RT @ChrisMacDen @DebraSanborn knowing MY values #sachat

5:32 pm debrasanborn @Kathy\_Petras What if you didn't get to choose the supervisor? What if they were hired after you? How does that alter the fit? #sachat

5:32 pm RagstoRitzMama Q3. Expectations are a great point. Are they realistic, is it you that expected it go one way, what can you do to make THAT happen. #sachat

5:32 pm BeccaFick RT @Kathy\_Petras: Q3: Start with your supervisor. You hopefully made a connection with them initially that made you take the job. #sachat

5:32 pm MalloryEmerson Working on this...RT @mrskeegin: Q3: Ask myself, "What can I gain from this position?" "What will I learn, be able to take with

me?" #sachat

5:32 pm mrskeegin Q3: Be accountable for the situation you've found yourself in. What can you do to help yourself deal? #sachat

5:32 pm benkadamus Q3: I find that in careers, there is always a balance between what we feel we are called to do and what we are good at. #sachat

5:32 pm BruinsAhYeah Find outlets in other areas/relationships or outside the position to balance yourself until you are able to move on. #sachat

5:32 pm willistj @Kathy\_Petras assuming your supervisor isnt part of the bad fit. #sachat

5:32 pm chellrene Q3 - This happened to me and I did the best I could and then began searching for a new job. Was very open with supervisor about it. #sachat

5:32 pm NikiRudolph Q3: Be part of solution. Help with hiring/training. Help rewrite of mission. Push conversations re: values. Get involved in cmtes #sachat

5:32 pm NASPATweets Don't forget theplacementexchange.org => RT @studentlifeguru: Q3: Chronicle of HIED and higheredjobs.com LOL! #sachat

5:32 pm OO\_Dave\_O Q3: some experienced professionals would tell you to make a pro/con list - fit is one aspect of an individuals work situation #sachat

5:33 pm StacyLOliver Q3: A mentor once told me that taking a job after an on-campus is like getting married after a first date. #sachat

5:33 pm ChrisMacDen RT @mrskeegin: Q3: Ask myself, "What can I gain from this position?" "What will I learn, be able to take with me?" #sachat

5:33 pm maddyfacepants I think Q3 depends on why its a bad fit - is it the supervisor, the institution or the department? #sachat

5:33 pm djdw don't students know I'm trying to participate in #sachat when they stop in to fix roommate issues... :-P

5:33 pm Brown\_Melissa Q 3: Give it some time. See what you can change and how you can change. Then decide if you stay or go. #sachat

5:33 pm jpkirch Q3: Check yourself, too. Are you experiencing burnout? Are you taking enough time for self-care? Stress can alter your perspective. #sachat

5:33 pm JennaMagnuski @mikesevery...you are so smart. #sachat

5:33 pm The\_SA\_Blog RT @NikiRudolph: Q3: Be part of solution. Help with hiring/training. Help rewrite of mission. Push conversations re: values. #sachat

5:33 pm steve\_campbell RT @samanthaledford: Q3: Make the best of it until you can transition to a new univ/position - let them know what you need #sachat

5:33 pm slhealy I've been told "If you can survive 2 years here, you can survive anywhere." I think of it as personal strength building. #sachat

5:33 pm MikeJHamilton Q3 I look for ways to make my experience meaningful and get the most I can out of it. #sachat

5:33 pm Kathy\_Petras @willistj true, but if I don't connect with the supervisor, I won't take the job. I need to know we are on the same page. #sachat

5:33 pm studentlifeguru Good! RT @NASPATweets: Don't forget theplacementexchange.org => RT @studentlifeguru: Q3: Chronicle of HIED and higheredjobs.com LOL! #sachat

5:33 pm MikeJHamilton @StacyLOliver then when should you take the job? #sachat

5:33 pm BeccaFick @StacyLOliver Suggestions for squeezing in more dates? Or just take the plunge? #sachat

5:33 pm JeannetteMarie RT @ericstoller: If in a spot where the fit isn't good, I look for cross campus collabs, mentors, etc. to help keep my spirit alive. #sachat

5:33 pm edcabellon Q3: What defines a bad "insitutional fit"? Sometimes our own pictures/expecations of the place may skew our perspectives. #curious #sachat

5:33 pm cindykane Q3: Make a committment to squeeze every opportunity possible out of a bad situation while you job search #sachat

5:33 pm ChrisMacDen RT @mikesevery: rare to get 100% fit. What are you willing to deal with and what is non-negotiable. RT @ChrisMacDen @DebraSanborn knowing MY values #sachat

5:33 pm samanthaedford LOL RT @StacyLOliver: Q3: A mentor once told me that taking a job after an on-campus is like getting married after a first date. #sachat

5:33 pm Joangib RT @StacyLOliver: Q3: A mentor once told me that taking a job after an on-campus is like getting married after a first date #sachat Agreed!

5:33 pm benkadamus Welcome to #sachat @mellyortendahl #sachat

5:33 pm KevinPCroke Q3 - Evaluate what you really need or were actually looking for. You got what you interviewed for but was it what you truly wanted. #sachat

5:33 pm jesstini85 RT @KBHgal: Q3: Don't b afraid 2 leave. ur health/prof exps are more impt than staying someplace b/c it'll look bad on the resume. #sachat

5:33 pm maddyfacepants RT @ericstoller: If in a spot where the fit isn't good, I look for cross campus collabs, mentors, etc. to help keep my spirit alive. #sachat

5:33 pm MalloryEmerson #sachat Q3: focus on students, parts of institution/position/dept that do fit w/ your goals & values

5:33 pm jpkirch RT @mikesevery: rare to get 100% fit. What are you willing to deal with and what is non-negotiable. #sachat

5:33 pm OO\_Dave\_O RT @NikiRudolph: Q3: Be part of solution. Help with hiring/training. Help rewrite of mission. Push conversations re: values. Get involved in cmtes #sachat

5:34 pm kriscarr442 RT @debrasanborn What if you didn't get to choose the supervisor? What if they were hired after you? How does that alter the fit? #sachat

5:34 pm Kathy\_Petras @DebraSanborn If there wasn't a supervisor already in the position, I might question taking the job. I still want that mentor. #sachat

5:34 pm LaurieABerry @jpkirch Q3 I found sometimes it gets better once you weather the storm. #sachat

5:34 pm jesstini85 RT @sarahhcraddock: @The\_SA\_Blog Q3: Determine what's changable, what's non negotiable, and if it's worth the fight. #sachat

5:34 pm JPedde RT @slhealy: Ive been told "If u can survive 2 years here, you can survive anywhere." I think of it as personal strength building. #sachat

5:34 pm sarahhcraddock @StacyLOliver Love that analogy. #sachat

5:34 pm StacyLOliver @MikeJHamilton There's no alternative, but recognize that neither of you know enough about each other to feel committed for life. #sachat

5:34 pm lelambeth q3: Even if it's a bad "fit" - there's a reason you took the job - focus on that and stick with it! Identify what drew you there #sachat

5:34 pm StacyLOliver @MikeJHamilton It's just a job, not a lifelong commitment. #sachat

5:34 pm maddyfacepants RT @StacyLOliver: Q3: A mentor once told me that taking a job after an on-campus is like getting married after a first date. #sachat hahaha

5:34 pm OO\_Dave\_O Q3: @StacyLOliver - informational interviews, interviews, and a request to come back are all acceptable- 3 hits instead of 1 #sachat

5:34 pm SACohort2008 Loving what is being said today on #sachat. I can't wait to send the transcript to the rest of the cohort

5:34 pm debrasanborn @slhealy I also think w/truly BAD fit, you shouldn't torture yourself for 2 yrs just to look good on resume. Be honest, move on. #sachat

5:34 pm studentlifeguru YES! RT @lelambeth: Q3: I focus on where I do fit and what good impact I can make. I see how I could adapt, and stay motivated. #sachat

5:34 pm slhealy And you told me this! RT @StacyLOliver: &quot;...Taking a job after an on-campus is like getting married after a first date.&quot; #sachat

5:34 pm JPedde RT @debrasanborn What if you didnt get to choose the supervisor? What if they were hired after you? Get to know them, help them. #sachat

5:35 pm Kathy\_Petras If a new supervisor is hired, I would hope that I would be part of that selection process. Ask if you get to help hire. #sachat

5:35 pm BruinsAhYeah RT @JPedde: RT @slhealy: Ive been told &quot;If u can survive 2 years here&quot; -&gt; Yep, as long as it doesn't completely break you down!! #sachat

5:35 pm The\_SA\_Blog RT @StacyLOliver: @MikeJHamilton It's just a job, not a lifelong commitment. #sachat

5:35 pm cindykane @Kathy\_Petras @willistj I think the supervisor is such a key...I take on a lot of roles if the right leader is guiding me! #sachat

5:35 pm benkadamus @JPedde I agree with this. You can hate your first year or two, but still learn a lot an even flourish. #sachat

5:35 pm KBHgal @maddyfacepants I think ppl understand issues around fit and respect the decisions related to it. #sachat

5:35 pm mrskeegin RT @StacyLOliver: Q3: A mentor once told me that taking a job after an on-campus is like getting married after a first date. #sachat

5:35 pm kevinclary Hi all! A little late, and mainly just lurking today - Studying for comps! Great convo!!! #sachat

5:35 pm JennaMagnuski Q3 we keep saying &quot;2 years&quot;...but in the upper levels, there's an expectation that you're a longer term hire #sachat

5:35 pm maddyfacepants @debrasanborn: @slhealy yes i think you are both right on with that! #sachat

5:35 pm ericstoller I love to read the campus newspaper to see what life is like on campus. #SACHat

5:35 pm willistj @Kathy\_Petras I mention it cause I was reorg'd once w/in the 1st month of working. Dept head said nothing of it in the interview #sachat

5:35 pm jpkirch RT @StacyLOliver: Q3: A mentor once told me that taking a job after an on-campus is like getting married after a first date. #sachat

5:36 pm lelambeth @sarahhcradock Absolutely! Determine what would tip the balance in staying or looking for new opportunities #sachat

5:36 pm cholbrook357 I think how you deal w/bad fit is easier when you are more senior than when you are starting out Q3 #sachat

5:36 pm AndreaHart @slhealy Hey Shannon!! Long time no see :) #sachat

5:36 pm NASPAtweets I would rather take a chance on an interviewee that only had &lt;1 year at an institution but knew what they wanted professionally. #sachat

5:36 pm slhealy I just wrote a blog about turning down an on-campus because I already knew it wasn't a good fit. That was difficult. #sachat

5:36 pm lynnellison @KBHgal It's all in how you make the transition out. It can be done gracefully. #sachat

5:36 pm JPedde @benkadamus - yea, and maybe even get to know other depts during those first year or two to maybe transfer to a better fit. #sachat

5:36 pm sarahhcraddock A bad experience at the beginning (or in the middle) doesn't mean that it's not a good fit. I have good personal story. #sachat

5:36 pm jpkirch @ericstoller I'm also a fan of the local newspaper - gives you an idea about what the community thinks of the campus. #sachat

5:36 pm OO\_Dave\_O RT @benkadamus: @JPedde I agree with this. You can hate your first year or two, but still learn a lot an even flourish. #sachat

5:36 pm ChrisMacDen Also, how do our social IDs play into how we select job? #sachat

5:36 pm The\_SA\_Blog MOD: Q4: If you make the decision to move on, how do you articulate to future employers why you left? #sachat

5:36 pm NASPAtweets But many make student affairs a career! RT RT @StacyLOliver: @MikeJHamilton It's just a job, not a lifelong commitment. #sachat

5:36 pm slhealy @debrasanborn True. I need to remember that when I get out in the real world! #sachat

5:37 pm The\_SA\_Blog @slhealy Being able to make the decision to turn down that interview demonstrates HUGE maturity. #sachat

5:37 pm samanthaedford Q: I barely made it two years at my last univ. but I grew a great deal and am a better pro. b/c of that experience. make lemonade! #sachat

5:37 pm sarahhcraddock @lelambeth Sometimes even in looking for a new position, it rejuvenates what you're excited about at your current institution. #sachat

5:37 pm jpkirch Leave with grace, not on your face! RT@lynnellison: @KBHgal Its all in how you make the transition out. It can be done gracefully. #sachat

5:37 pm lynnellison @slhealy i've done that, too. Better to do it upfront than to waste everyone's time and money. #sachat

5:37 pm mikesevery I've negotiated on my principles before. fell apart fast. trust your gut. RT @JennaMagnuski: @mikesevery...you are so smart. #sachat

5:37 pm slhealy RT @The\_SA\_Blog MOD: Q4: If you make the decision to move on, how do you articulate to future employers why you left? #sachat

5:37 pm ChrisMacDen I was raised working class and did not think I could ask tough questions. Wad thankful for job #sachat

5:37 pm cindykane Q4: Do most employers ask why a candidate is leaving their job? #sachat

5:37 pm JennaMagnuski Q4 i would think that being honest about a bad fit, and how it was hurting both you and the previous employer #sachat

5:37 pm ChrisMacDen RT @ericstoller: I love to read the campus newspaper to see what life is like on campus. #SACHat

5:37 pm BruinsAhYeah When I feel I've learned all I can at a place, then it is time to move on. I think that's honorable and easy to articulate. #sachat

5:37 pm willistj Q4 looking for growth, the next step, a good fit with personal and professional values. #sachat

5:37 pm jpkirch Remember - Student Affairs is the lifelong commitment, but one particular position may not be. #sachat

5:37 pm The\_SA\_Blog RT @cindykane: Q4: Do most employers ask why a candidate is leaving their job? #sachat

5:38 pm SACohort2008 Q4 I would imagine being honest while not burning bridges is important. #sachat

5:38 pm studentlifeguru Try to help co-workers, etc. get what they want, and they, in turn will help you get what you want. Don't burn bridges. #sachat

5:38 pm djdw Q4: I am dying to hear what #sachat tweeps have to say on this! especially if you were in a bad environment.

5:38 pm Brown\_Melissa Q 3: With the truth but kindly stating it without taking bad about them #sachat

5:38 pm The\_SA\_Blog @cindykane You may asked to explain a brief stay at a job or a gap on your resume. #sachat

5:38 pm OO\_Dave\_O @JennaMagnuski Even if in upper level, if one experience is 2 yrs, it can be explained. If it's consistent, then there are issues #sachat

5:38 pm sarahhcraddock Q4: I think this is where you have to be REALLY careful to not burn bridges - you never know who knows who. #sachat

5:38 pm The\_SA\_Blog RT @SACohort2008: Q4 I would imagine being honest while not burning bridges is important. #sachat

5:38 pm edcabellon @NASPAtweets @StacyLOliver @MikeJHamilton I see #studentaffairs as more of a &quot;lifestyle&quot; than &quot;commitment&quot;. We live our work. #sachat

5:38 pm JPedde Yes, be careful not to badmouth prev. situation @cindykane: Q4: Do most employers ask why a candidate is leaving their job? #sachat

5:38 pm The\_SA\_Blog @SACohort2008 Great insight. It's a small field. Always have to mind our words. #sachat

5:38 pm jpkirch Q4: Honestly, in an appropriate way. RE: @jennamagnuski's approach. #sachat

5:38 pm KevinPCroke Q3 - Maintain perspective by reaching out to your network of colleagues at other institutions. #sachat

5:38 pm slhealy @The\_SA\_Blog I'm glad you think maturity. Hard to not think stupidity with my current back-at-square-one-ness. #sachat

5:38 pm The\_SA\_Blog RT @Brown\_Melissa: Q 3: With the truth but kindly stating it without taking bad about them #sachat

5:38 pm benkadamus @The\_SA\_Blog I think they do, but in a professional way. It isn't appropriate to ask a candidate to spill the dirt on another inst. #sachat

5:38 pm samanthaedford RT @studentlifeguru: Try to help co-workers,etc get what they want, and they will help you get what you want. Dont burn bridges. #sachat

5:38 pm debrasanborn Q4 Use elements of your emotional intelligence to articulate prior poor fit. Communicate your self-awareness and self-actualization #sachat

5:38 pm lelambeth Q4: Communicate carefully, transparently, and without burning bridges unnecessarily. #sachat

5:39 pm jesstini85 Q4 never know exactly how to answer - can't wait for the replies on this one #sachat

5:39 pm slhealy @lynnellison That's what I thought. If I wasn't excited, it would show. Disservice to both of us. #sachat

5:39 pm cholbrook357 Q4 - You need to be honest, but tactful - don't badmouth the previous place --they will probably verify your story #sachat

5:39 pm StacyLOliver Q4: I'm honest about situation being challenging and not a good fit. I don't give details. Ever. Ever. Ever. #sachat

5:39 pm NASPAtweets Q4 Your current employers should know before you start searching that you are unhappy. Transparency is paramount in our small field! #sachat

5:39 pm LaurieABerry Q4: there are kind ways to say that it just didn't work for you while preserving the bridges. #sachat

5:39 pm czymroz @cindykane Q4: Every employer I've had if I left have asked me, but they then precede with you don't need to tell me #sachat

5:39 pm The\_SA\_Blog RT @cholbrook357: Q4 - You need to be honest, but tactful - don't badmouth the previous place --they will probably verify your story #sachat

5:39 pm JeannetteMarie #sachat Q4: just like with a divorce &quot;Things weren't going well. No one to &quot;blame&quot; but we wanted to part amicably.&quot;

5:39 pm OO\_Dave\_O Q4: Tactfully. Never throw anyone under the bus regardless. Perhaps skills not utilized, lack of growth opp... #sachat

5:39 pm jpkirch I've said, &quot;This simply wasn't a good fit for me professionally&quot; and &quot;I am ready to contribute at a different level&quot;,. Both are true #sachat

5:39 pm maddyfacepants RT @debrasanborn: Q4 Use elements of emotional intelligence to articulate poor fit. Communicate self-awareness & self-actualization #sachat

5:39 pm cholbrook357 @ cindykane #sachat - I have never NOT been asked.

5:39 pm The\_SA\_Blog @cholbrook357 We always seem to forget about the reference check when we're answering a question like that! #sachat

5:39 pm TennesseeBelle Q4: I've left after a year, and I still love the place. I return for events and visit friends & students. Didn't fit at the time #sachat

5:39 pm The\_SA\_Blog RT @LaurieABerry: Q4: there are kind ways to say that it just didn't work for you while preserving the bridges. #sachat

5:39 pm kevincleary @DebraSanborn Sounding like Chickering! #sachat

5:40 pm JennaMagnuski RT @JeannetteMarie: #sachat Q4: just like with a divorce &quot;Things weren't going well. No one to &quot;blame&quot; but we wanted to part amicably.&quot;

5:40 pm maddyfacepants Trying to eat and #sachat is soooo harrrrrrrd

5:40 pm laurapasquini @cindykane Yes they do - and they will ask your past employer during a reference check. #SAChat

5:40 pm JPedde Q4: Say it was a good learning experience. Always spin negative situations into positive moments. #sachat

5:40 pm OO\_Dave\_O RT @jpkirch: I've said, &quot;This simply wasn't a good fit for me professionally&quot; and &quot;I am ready to contribute at a different

level". Both are true #sachat

5:40 pm MalloryEmerson Every time I think I'm ready to leave, I get a new twist on job responsibilities via restructure of dept. Keeping it interesting! #sachat

5:40 pm djdw Q4 Do you even have to articulate the bad fit? Can't you focus on your growth and development and new challenges? #sachat

5:40 pm CareyComments Bummed to miss #sachat! Looking forward to transcript, as it's a great and super-timely topic!

5:40 pm jpkirch RT @lelambeth: Q4: Communicate carefully, transparently, and without burning bridges unnecessarily. #sachat

5:40 pm JennaMagnuski we sure are using a lot a marriage/divorce analogies. what does that say about our perspective? #sachat

5:40 pm Joangib Q4: It is easier if new job is a step up- ready for a new challenge. Lateral moves require more tactful honesty. #sachat

5:40 pm clconzen Q4 I explain how job was a poor fit and explain without speaking poorly of that institution #sachat

5:40 pm mrskeegin RT @NikiRudolph: Q4: You can always say what you have learned at present inst, but that you are looking for X, Y, & Z in next role #sachat

5:40 pm TennesseeBelle Q4: the most important part to me is to honor the institution and respect differences. either of us will be helped by hateful words #sachat

5:40 pm BeccaFick RT @mikesevery: I've negotiated on my principles before. fell apart fast. trust your gut. #sachat

5:40 pm sarahhcraddock @maddyfacepants Trying to do ANYTHING and #sachat is hard!!

5:41 pm chellrene RT @cholbrook357: Q4 - You need to be honest, but tactful - don't badmouth the previous place --they will probably verify your story #sachat

5:41 pm Kathy\_Petras @willistj That would not be good to experience. It's worth mentioning. Gives new ideas on questions to be asked. #sachat Thanks for that!

5:41 pm debrasanborn @kevincleary Oops. #studentaffairsgeek #sachat

5:41 pm StacyLOliver Q4: Had an employer call me out for use of the word "challenging." Asked me to more specifically define the fit. #sachat

5:41 pm kriscarr442 Q4: use positive language to turn why you are leaving into why you will rock at a new place #sachat

5:41 pm SACohort2008 Looks like we are all in agreement: Student affairs is about building bridges, not burning them #sachat

5:41 pm LaurieABerry Q4 how you handle the question on why you left when it was a bad fit says volumes to your potential employer. #sachat

5:41 pm mikesevery Mom wisdom: close the door gently when you leave. know this cold RT @cindykane: Q4: Do employers ask why candidate is leaving? #sachat

5:41 pm BeccaFick RT @JennaMagnuski: we sure are using a lot a marriage/divorce analogies. what does that say about our perspective? #sachat

5:41 pm NASPAtweets Q4 Also need to acknowledge that bad fit may not be the institutions fault, but our own for not recognizing it earlier. #sachat

5:41 pm The\_SA\_Blog RT @TennesseeBelle: Q4: the most important part to me is to honor the institution and respect differences. #sachat

5:41 pm MikeJHamilton Q4 how honest should you be? my reasons are new exp after 3 years and creating a better sit for my family(wife commutes a lot now) #sachat

5:41 pm maddyfacepants RT @djdw: Do you have to articulate bad fit? Can't you focus on growth & development & new challenges? #sachat / i think u have to do both

5:41 pm lelambeth Q4: there's a balance of being truthful and being tactful... priority is placing yourself in a healthy environment. #sachat

5:41 pm maddyfacepants @StacyLOliver that's hard, how did you specifically define it?! #sachat

5:41 pm jpkirch Ditto! RT @cholbrook357: @cindykane #sachat - I have never NOT been asked. #sachat

5:42 pm maloneev RT @djdw: Q4 Do you even have to articulate the bad fit? Cant you focus on your growth and development and new challenges? #sachat

5:42 pm jesstini85 @sjiwamiya I tried finding it, but we're moving so fast today...lol It was along the lines of how do you answer the ? why you left #sachat

5:42 pm maddyfacepants @StacyLOliver or is that too specific? :) #sachat

5:42 pm debrasanborn @djdw You will be asked. I have left positions in my career for bad fit. Was asked each time. Be prepared to discuss. #sachat

5:42 pm The\_SA\_Blog RT @NASPAtweets: Q4 Also need to acknowledge that bad fit may not be institutions fault but our own for not recognizing it earlier #sachat

5:42 pm mikesevery RT @The\_SA\_Blog: RT @TennesseeBelle: Q4: the most important part to me is to honor the institution and respect differences. #sachat

5:42 pm lelambeth @StacyLOliver: YES - being too honest in details can bite you later (or right away). #sachat

5:42 pm jpkirch RT @TennesseeBelle: Q4: the most important part to me is to honor the institution and respect differences. #sachat

5:42 pm maddyfacepants RT @lelambeth: balance of being truthful and being tactful... priority is placing self in healthy environment. #sachat // so important!

5:42 pm MalloryEmerson It's been a blast #sachat, but I'm off to host my first ever webinar...great fun!

5:42 pm laurapasquini Q4: Tell your new employer that the past job wasn't the best fit - you need a different challenge/opportunity/experience. #SACHat

5:42 pm kris carr442 Q4: you don't have to tell them why it was a bad fit, but tell them what you are looking for elsewhere instead, be positive #sachat

5:42 pm StacyLOliver @maddyfacepants I gave examples of situations that challenged my values and beliefs. He appreciated candor. Still in their process. #sachat

5:43 pm slhealy @jesstini85 I know, everytime the chat updates there's scrolling involved! #sachat

5:43 pm KBHgal True!!!! RT @lynnellison: @KBHgal It's all in how you make the transition out. It can be done gracefully. #sachat

5:43 pm JennaMagnuski Q4 you can also have great institutional fit but poor departmental fit...which would also be a good refining point #sachat

5:43 pm benkadamus RT @mellyortendahl: Honesty is important, but integrity is as well. SA is a small world, it's important not to throw anyone under the bus #sachat

5:43 pm Kathy\_Petras Q4: When I leave it's to further my prof. growth. My current supervisor is aware of that now. I value being able to share with him. #sachat

5:43 pm Joangib Q4: Someone here said don't give details...that was good advice @StacyLOliver? #sachat

5:43 pm JeannetteMarie @JennaMagnuski I think it is a lot like @EdCabellon said -it's a lifestyle in that it is a relationship that goes with us everywhere #sachat

5:43 pm The\_SA\_Blog RT @kriscarr442: Q4: you don't have to tell them why it was a bad fit, but tell them what you are looking for elsewhere, be positive #sachat

5:43 pm LaurieABerry Q4 finding the right frame for the answer is key. Fit is many things. A lot of times we leave to grow. #sachat

5:43 pm sjiwamiya As an employer if someone was honest about the fit and said it was not allowing you to grow, I would reward someone's honesty #sachat

5:44 pm jpkirch RT @JennaMagnuski: Q4 you can also have great institutional fit but poor departmental fit..which would also be a good refining point #sachat

5:44 pm SACohort2008 RT @NASPATweets: Q4 Also need to acknowledge that bad fit may not be institutions fault but our own for not recognizing it earlier #sachat

5:44 pm maddyfacepants @StacyLOliver a place that can appreciate honesty is a good place indeed. #sachat

5:44 pm The\_SA\_Blog RT @sjiwamiya: As an employer if someone was honest about the fit and said it was not allowing you to grow, I would reward honesty #sachat

5:44 pm ChrisMacDen Q4: before bmc, I was at all jobs 2 years due to my being diagnosed HIV+. stayed here 6 years to counteract that #sachat

5:44 pm laurapasquini Strategies for Resigning with Class [http://www.quintcareers.com/resigning\\_job.html](http://www.quintcareers.com/resigning_job.html) #SAchat Be professional & don't burn any bridges.

5:44 pm OO\_Dave\_O RT @LaurieABerry: Q4 finding the right frame for the answer is key. Fit is many things. A lot of times we leave to grow. #sachat

5:44 pm NASPATweets Q4 .Turn talking about why old institution didn't work into ? of would I find this here. Bad fit does not make first place bad. #sachat

5:44 pm jpkirch Many times when we feel that friction, we have outgrown the position. Recognize this and move on. #sachat

5:44 pm Dramanique Rcv'd results on #StrengthsQuest survey my stdts took n class lastFall. Results sho they likeSQ & can C relevance 4 it n their lives #sachat

5:45 pm debrasanborn @NASPATweets YES! All of my bad fit career decisions were my own doing making decisions too quickly and for wrong reasons. Q4 #sachat

5:45 pm maddyfacepants You know, if the place asking you doesn't appreciate your honesty about last job (within reason) maybe its not a good fit #sachat

5:45 pm The\_SA\_Blog RT @jpkirch: Many times when we feel that friction, we have outgrown the position. Recognize this and move on. #sachat

5:45 pm djdw @debrasanborn so, is the bad fit only if it's a short stay? #sachat

5:45 pm JennaMagnuski RT @jpkirch: Many times when we feel that friction, we have outgrown the position. Recognize this and move on. #sachat

5:45 pm lelambeth Q4 if you're in a situation where you can't be transparent w/ supervisor/interviewers, you need to talk to HR/other support systems. #sachat

5:45 pm Dramanique SQ survey results also showed they liked how I taught SQ & the activities I used in class #StrengthsQuest #sachat

5:45 pm mikesevery Q4 put together your pro plan you can leave when you need to leave not when you have to leave (why ride it into the ground?) #sachat

5:45 pm slhealy Placement confs were strange, schools knew who they wanted, hard to realize you might not be that person, even if you're great. #sachat

5:46 pm The\_SA\_Blog MOD: Q5: How do you create and maintain a support network if you're in a bad situation? How do you use them moving forward? #sachat

5:46 pm jpkirch RT @mikesevery: Q4 put together your pro plan you can leave when you need to leave not when you have to leave #sachat

5:46 pm jesstini85 @jpkirch can u ellaborate on what u meant in ur last tweet? :) what friction? #sachat

5:46 pm debrasanborn @djdw Bad fits can drag on and on. Hopefully you change your lens to make it an least mediocre fit. #sachat

5:46 pm JennaMagnuski RT @slhealy: hard to realize you might not be that person, even if you're great. #sachat

5:46 pm willistj @jpkirch agreed impt to know when its time to leave a position due to outgrowing it #sachat

5:46 pm lelambeth If transitions aren't smooth & it's tense, keep your eyes on your goals and keep positive ppl around you #sachat

5:46 pm maddyfacepants @slhealy yeah, it is definitely hard to accept that a certain job/institution might not be the one for you. taught to be marketable #sachat

5:46 pm ajs86 joining late but excited to lurk and learn on such an important topic! #sachat

5:46 pm NASPAtweets @debrasanborn and I wonder how many new professionals take their first job, especially in this economy, because it is first offer #sachat

5:47 pm sarahhcraddock @slhealy Placement conferences are great for the "sexy" candidates, not for everyone #sachat

5:47 pm BruinsAhYeah Mentors, former colleagues, and friendships outside work are going to carry you thru tough spots. #sachat

5:47 pm JennaMagnuski Q5 #sachat, professional orgs, others on campus

5:47 pm LaurieABerry Q5 find folks that can help you focus on what you can control and build from that point. #sachat

5:47 pm benkadamus Q5: Keeping contacts with former colleagues for support is a must. They know you, your skill set, and your ability. #sachat

5:47 pm jpkirch Q5: Use your networks outside of the institution to help you clarify the issues. Their objectivity is often insightful. #sachat

5:47 pm The\_SA\_Blog RT @BruinsAhYeah: Mentors, former colleagues, and friendships outside work are going to carry you thru tough spots. #sachat

5:47 pm The\_SA\_Blog RT @benkadamus: Q5: Keeping contacts with former colleagues for support is a must. They know you, your skill set, and your ability #sachat

5:47 pm BruinsAhYeah Q5 - Use those other relationships to remind you of your strengths and connect to new opportunities. #sachat

5:47 pm MikeJHamilton Q5 not in a bad situation, but we created a "group" of young professionals on campus that go out together once or twice a month #sachat

5:47 pm ChrisMacDen @The\_SA\_Blog Q5: Colleauges can make a bad situation fun, esp if you are all in similar situation #sachat

5:48 pm jpkirch Agreed - focus on what you can control. RT @LaurieABerry: Q5 find folks that can help you focus on what you can control and build. #sachat

5:48 pm slhealy Q5: How do you create and maintain a support network if you're in a bad situation? How do you use them moving forward? #sachat

5:48 pm Brown\_Melissa Q 5: Local professional organizations, #sachat, friends outside of campus who can offer a different perspectives, long term friends

5:48 pm cholbrook357 Q5 Find others on campus who share your values but not your secrets #sachat

5:48 pm StacyLOliver Q5: It's my support network who helped me recognize that the situation was bad, that it wasn't necessarily a reflection of me. #sachat

5:48 pm maloneev RT @BruinsAhYeah: Q5 - Use those other relationships to remind you of your strengths and connect to new opportunities. #sachat

5:48 pm jesstini85 @NASPAtweets I've been guilty of that once or twice... #sachat

5:48 pm djdw Q5: Keep in touch with the coworkers who have moved on, but were a positive influence, where your values were well-aligned. #sachat

5:48 pm The\_SA\_Blog RT @cholbrook357: Q5 Find others on campus who share your values but not your secrets #sachat

5:48 pm ChrisMacDen RT @BruinsAhYeah: Mentors, former colleagues, and friendships outside work are going to carry you thru tough spots. #sachat

5:48 pm Joangib Q5: Look outside your department if that is where the friction is. There is a whole wide college/uni out there #sachat

5:48 pm jpkirch Excellent! RT @MikeJHamilton: Q5...we created a "group" of young professionals on campus that go out together once or twice a month #sachat

5:48 pm BSCORO RT @edcabellon: Hi all, Ed Cabellon, Director of the @BSCcampuscenter at lovely Bridgewater State College (MA). Big fan of sunny days. :-) #sachat

5:48 pm Brown\_Melissa Agreed!!!!/RT @cholbrook357: Q5 Find others on campus who share your values but not your secrets #sachat

5:48 pm JennaMagnuski RT @cholbrook357: Q5 Find others on campus who share your values but not your secrets #sachat

5:49 pm benkadamus RT @mellyortendahl: Q5:Creating a positive connection with a few key people is essential, professional relationships are necessary in moving forward #sachat

5:49 pm slhealy @maddyfacepants I'm hoping it's for the best. Hard to swallow when it was originally a top choice institution. #sachat

5:49 pm maddyfacepants Q5: You should use colleagues from other institutions and be careful about "complaining" within department. #sachat

5:49 pm MikeJHamilton Q5 I also look for projects that keep me interested that keep me invested in my job as a whole #sachat

5:49 pm NASPAtweets @jesstini85 are there ways that we can limit this? I'm thinking particularly from an org perspective... #sachat

5:49 pm jpkirch You need both personal and professional support networks. Sometimes these are the same, sometimes they aren't. #sachat

5:49 pm The\_SA\_Blog MOD: This book is a fantastic resource for identifying institutional values/fit: <http://bit.ly/cSJW2G> #sachat

5:49 pm laurapasquini Q5: Support networks dev in grad programs, jobs, conf & online (#SACHat, anyone?) Keep positive & connect to those fantastic networks!

5:49 pm ChrisMacDen Bad situations have forced me to seek balance in life. Family, friends, social life #sachat

5:49 pm sjiwamiya Q5, I always wonder what my personal responsibility is in a "bad environment". Pointing fingers at the bad environment doesn't help #sachat

5:49 pm slhealy @sarahhcraddock Yeah, I don't think I was one of the "sexy" candidates at conferences. :) #sachat

5:49 pm mrskeegin Q5: I've always kept active in my prof. org and call on colleagues to keep me honest about my good points & weaknesses. #sachat

5:49 pm mikesevery good super has prodev convo early. you're not staying here forever. RT @kathy\_petras (1/2) #sachat

5:49 pm Joangib Q5: Get involved in professional associations to keep you motivated about your job #sachat

5:49 pm rossmcmillan Being professional in your response to these questions has never hurt, it isn't just this position but your reputation and integrity #sachat

5:50 pm BeccaFick RT @jpkirch: You need both personal and professional support networks. Sometimes these are the same, sometimes they aren't. #sachat

5:50 pm The\_SA\_Blog RT @jpkirch: You need both personal and professional support networks. Sometimes these are the same, sometimes they aren't. #sachat

5:50 pm maddyfacepants Q5: You should also find those who you trust and share values/goals with to confide in, at same institution or not. #sachat

5:50 pm edcabellon Q5: Always look to grow your professional network of colleagues and friends. Lean on them when times are tough and pay it forward. #sachat

5:50 pm jesstini85 know the right ppl 2 trust RT @The\_SA\_Blog: RT @cholbrook357: Q5 Find others on camus who share your values but not your secrets #sachat

5:50 pm TennesseeBelle Q5: using networks to find additional outlets and opportunities can make a situation seem better by adding things you enjoy #sachat

5:50 pm jpkirch Truly inspired! RT @cholbrook357: Q5 Find others on campus who share your values but not your secrets #sachat

5:50 pm maddyfacepants Use #sachat friends!!!! :)

5:50 pm The\_SA\_Blog RT @mrskeegin: Q5: I've always kept active in my prof org and call on colleagues to keep me honest about my good points & weaknesses #sachat

5:50 pm sjiwamiya I feel like finding a support group is more retroactive, opposed to a proactive solution. #sachat - that's just me though.

5:50 pm KevinPCroke Q5 - Connect with fellow staff via common interests or challenge yourself to adopt new interests to bond on some level #sachat

5:50 pm The\_SA\_Blog @maddyfacepants #SACHat is always here as a support network.

5:51 pm edcabellon Q5: Always look to grow your professional network of colleagues and friends. Lean on them when times are tough and pay it forward. #sachat

5:51 pm slhealy Totally agree, they've been great during my job search process! RT @maddyfacepants: Use #sachat friends!!!! :)

5:51 pm JennaMagnuski @sjiwamiya hopefully you've already built one to fall back on #sachat

5:51 pm MikeJHamilton Q5 we read &quot;3 signs of a miserable job&quot; as an office and discussed, good book to preface a discussion about change #sachat

5:51 pm maloneev RT @mellyortendahl: Creating a positive connection with a few key people is essential, professional relationships are necessary #sachat

5:51 pm jpkirch Find solice in your activities outside of work, too. These can hep you refocus. #sachat

5:51 pm djdw @sjiwamiya We should all be developing support groups regardless of whether we're in a good or bad situation. #sachat

5:51 pm ChrisMacDen RT @StacyLOliver: Q5: It's my support network who helped me recognize that the situation was bad, that it wasn't necessarily a reflection of me. #sachat

5:51 pm maddyfacepants RT @ChrisMacDen: Bad situations have forced me to seek balance in life. Family, friends, social life #sachat // that's a good lesson though

5:51 pm OO\_Dave\_O Q5: Research to see if #sachat folks are connected via LinkedIn <http://bit.ly/dD1h6u> and ask about the institution :) #sachat #shamelessplug

5:51 pm BruinsAhYeah @sjiwamiya - I think developing a support network is VERY proactive, given you never know when you're going to need to rely on it. #sachat

5:51 pm mikesevery (2/2) RT @kathy\_petras how do I set you up for success in the next step while accomp work now? That convo is key for both sides #sachat

5:51 pm debrasanborn @NASPATweets Exactly. And why sometimes you need to change your &quot;fit&quot; view so you can pay student loans and buy groceries. #sachat

5:52 pm TennesseeBelle Q5: finding volunteer opportunities with other depts helps at work. personally, I always need the &quot;person&quot; who will just listen! #sachat

5:52 pm jesstini85 @NASPATweets I'm not quite sure. I'm going to have to think on that ? &amp; get back to u after the chat..? #sachat

5:52 pm The\_SA\_Blog RT @jpkirch: Find solace in your activities outside of work, too. These can hep you refocus. #sachat

5:52 pm MikeJHamilton @OO\_Dave\_O so shameless... #sachat

5:52 pm ChrisMacDen @maddyfacepants it was the BEST lesson! #sachat

5:52 pm sjiwamiya @djdw I didn't say support groups aren't important - I just think support groups to &quot;counter&quot; a (-) environment &quot;can&quot; be more (-) #sachat

5:52 pm jpkirch @sjiwamiya Building the support network is proactive. Waiting to find one after the fact is reactive. #sachat

5:52 pm maddyfacepants Good point about balance. Sometimes that's the problem in itself #sachat

5:53 pm mikesevery absolutely RT @edcabellon: Q5: Always grow your pro network. Lean on them when times are tough, pay it forward. #sachat

5:53 pm TennesseeBelle Q5: I do many things across the Div. of SA here and it makes me feel more whole and complete...making me a happier professional! #sachat

5:53 pm SACohort2008 Agreed! RT @jpkirch: Find solace in your activities outside of work, too. These can hep you refocus. #sachat

5:53 pm The\_SA\_Blog RT @maddyfacepants: Good point about balance. Sometimes that's the problem in itself #sachat

5:53 pm slhealy My answer to Q5 would be finding @stacyloliver in a parking lot and getting a pep talk and a hug from her. #sachat

5:53 pm maddyfacepants @sjiwamiya you shouldn't get caught up in groupthink with others who feel its a bad fit #sachat

5:53 pm NASPAtweets @jesstini85 fabulous. LMK. I was lucky. had support network I fell back on for few months w/o a job, but not always the case #sachat

5:53 pm mrskeegin RT @maddyfacepants: Good point about balance. Sometimes that's the problem in itself #sachat

5:53 pm debrasanborn Q5 May I introduce you to #sachat and your new support network? Glad that you all are here! #sachat

5:53 pm JennaMagnuski RT @slhealy: My answer to Q5 would be finding @stacyloliver in a parking lot and getting a pep talk and a hug from her. #sachat

5:53 pm ChrisMacDen Off to meeting, bye folks! #sachat

5:53 pm MikeJHamilton Q5 i created opportunities to advise student groups also. No matter how the rest of my job is they always get me excited. #sachat

5:53 pm JPedde RT @mikesevery: absolutely RT @edcabellon: Q5: Always grow your pro network. Lean on them when times are tough, pay it forward. #sachat

5:54 pm cholbrook357 Definitely! RT @jpkirch: @sjiwamiya Building the support network is proactive. Waiting to find one after the fact is reactive. #sachat

5:54 pm The\_SA\_Blog RT @slhealy: My answer to Q5 would be finding @stacyloliver in a parking lot and getting a pep talk and a hug from her. #sachat

5:54 pm maddyfacepants Groupthink is evil people! Be careful when you choose your support group. But do HAVE a support group. #sachat

5:54 pm jpkirch Hello network! RT @slhealy: My answer to Q5 would be finding @stacyloliver in parking lot and getting a pep talk and hug from her. #sachat

5:54 pm StacyLOliver I'm always available for pep talks and hugs. #sachat #parkinglotpeptalk :)

5:54 pm collinz RT @The\_SA\_Blog How do u determine if your professional goals align w/ those of your institution? What's your best fit? #SACHAT 12 & 6p cts

5:54 pm tbump RT @TennesseeBelle: Q5: I do many things across the Div. of SA here and it makes me feel more whole and complete...making me a happier professional! #sachat

5:55 pm The\_SA\_Blog @maddyfacepants Great point, Maddy -- find people who can be objective and supportive without making things worse! #sachat

5:55 pm sjiwamiya @maddyfacepants my point exactly about groupthink - sometimes people bond over "negativity" and that can be pretty scary at times #sachat

5:55 pm djdw RT @maddyfacepants: Groupthink is evil people! Be careful when you choose your support group. But do HAVE a support group. #sachat

5:55 pm MikeJHamilton does @stacyloliver appear magically in random parking lots when you need for a pep talk and hug? #sachat

5:55 pm Joangib Off to a meeting. Thanks for a great #sachat

5:55 pm BeccaFick Q5 grow your professional network UP and out. Don't use colleagues (only) to complain, but find insight from seasoned pros too. #sachat

5:55 pm JennaMagnuski @MikeJHamilton absolutely. she is magical #sachat

5:55 pm LaurieABerry Q5 know who you can go to for honest feedback. Support is good but sometimes I need a dose of reality. #sachat

5:55 pm maddyfacepants @StacyLOliver i don't know what i do without our faux-parking lot with unicorns and ponies. and skittles. #twitterparking #sachat

5:56 pm jpkirch As @tbump always says - focus on where you add value. You'll feel much more fulfilled. #sachat

5:56 pm The\_SA\_Blog MOD: As we bring #Sachat to a close, please share your final thoughts.

5:56 pm The\_SA\_Blog RT @LaurieABerry: Q5 know who you can go to for honest feedback. Support is good but sometimes I need a dose of reality. #sachat

5:56 pm slhealy @MikeJHamilton Sometimes it requires driving two hours. But well worth it. :) #sachat

5:56 pm JennaMagnuski gotta go - meeting time! #salove #sachat

5:56 pm The\_SA\_Blog RT @jpkirch: As @tbump always says - focus on where you add value. You'll feel much more fulfilled. #sachat

5:56 pm lelambeth @maddyfacepants Groupthink has the power for good and evil :) It can get clicky and unhealthy easily. #sachat

5:56 pm mikesevery balance to me is a pendulum. some days it's all work and has to be but must be allowed to swing back when you have needs too #sachat

5:57 pm slhealy Final thought: I really had to know myself in the job search process, and that required reevaluation of self and schools sometimes. #sachat

5:57 pm JeannetteMarie RT @mikesevery: balance to me is a pendulum. some days it's all work and has to be but must be allowed to swing back when you have needs too #sachat

5:57 pm sjiwamiya @jpkirch building a solution to address the neg env is proactive, I think to build a solution is reactive #sachat I hope you are well Julie!

5:57 pm djdw Great post by Dean Dad on The Toxic Workplace Test and what to do - <http://bit.ly/bOPsYT> #sachat

5:57 pm JeannetteMarie Meeting - thank you #sachat people for a great conversation!

5:57 pm cholbrook357 SO true! It needs to balance over time, not each day/week RT @mikesevery: balance to me is a pendulum. some days it's all work #sachat

5:57 pm maddyfacepants @lelambeth you're right. groupthink is like alcohol. don't overdo it! #sachat

5:57 pm BeccaFick Final: Know what you are looking for, do your research (best you can) and be ready to adjust when its not what you expected. #sachat

5:57 pm jpkirch Agreed - it's the long term balance that will make or break you. RT @mikesevery: balance to me is a pendulum. #sachat

5:57 pm lelambeth final thoughts: Maintain your sense of self. Keep priorities in your life. Strive for balance - seek support and pay it forward. #sachat

5:57 pm The\_SA\_Blog RT @slhealy: Final thought: I really had to know myself in the job search process and that required reevaluation of self and schools #sachat

5:58 pm sjiwamiya sorry, I mean building a support group #sachat

5:58 pm MikeJHamilton FT: there is a learn/growth opp in every situation, sometimes that requires turning off the "snark" & looking 4 it #sachat

5:58 pm RagstoRitzMama At the end of the day the only way to be satisfied with the day is to ask yourself if you did all that you could. #sachat

5:58 pm cindykane Final words of @cholbrook357: "find people who will share your values, not your secrets." &lt;---my VP knows her stuff, #sachat

5:58 pm Kathy\_Petras Know who you are & what you want & what you are capable of. Ask the Qs. Go with your gut. Make a difference. #sachat

5:58 pm Brown\_Melissa Final Thought: Know yourself and don't be afraid to turn down an interview if the fit isn't right. #sachat

5:58 pm TennesseeBelle i can't believe the hour is over! what a great dialogue!! #sachat

5:58 pm The\_SA\_Blog RT @lelambeth: Maintain your sense of self. Keep priorities in your life. Strive for balance - seek support and pay it forward. #sachat

5:58 pm mrskeegin RT @BeccaFick: Know what you are looking for, do your research (best you can) and be ready to adjust when its not what you expected. #sachat

5:58 pm BeccaFick RT @MikeJHamilton: FT: there is a learn/growth opp in every situation, sometimes that requires turning off the 'snark' & looking 4 it #sachat

5:58 pm chellrene Final Thought: Fit is an individual thing, only u can determine what's best 4 u. Don't be afraid to ask or change if it's not there. #sachat

5:58 pm sjiwamiya trying to type too fast, I am getting a lot of heat from my comments...sorry guys. #sachat

5:58 pm jesstini85 oh my goodness, done already? bah! it went 2 quickly. FINAL THOUGHTS: know urself - good & bad, look 4 change when u need growth 1/2 #sachat

5:58 pm NASPAtweets Final. Do as much due diligence beforehand and hopefully you'll find the right fit before you get there! #sachat

5:58 pm maddyfacepants FINAL: know self, do research, be honest w others if there's a problem, be honest in interviews. Hopefully u find a match! #sachat

5:59 pm StacyLOliver Final Thoughts: Hanging in my office since 2004: You are not defined by this place or this time. #sachat

5:59 pm mikesevery RT @Kathy\_Petras: Know who you are & what you want & what you are capable of. Ask the Qs. Go with your gut. Make a difference. #sachat

5:59 pm The\_SA\_Blog RT @NASPAtweets: Final. Do as much due diligence beforehand and hopefully you'll find the right fit before you get there! #sachat

5:59 pm debrasanborn Final thought: Too thine own self be true. (Bill Shakespeare knew his stuff) Right job at the right school is waiting for you. #sachat

5:59 pm maddyfacepants OH, and always find us at #sachat for support :)

5:59 pm mikesevery RT @Brown\_Melissa: Final Thought: Know yourself and don't be afraid to turn down an interview if the fit isn't right. #sachat

5:59 pm slhealy Thanks to all who shared stories and advice! This is always such a motivating hour. See you tonight! #sachat

5:59 pm jpkirch Check yourself for self-care imbalance, seek out clarification on expectations, use support networks, and ask for what you need. #sachat

5:59 pm The\_SA\_Blog RT @Kathy\_Petras: Know who you are & what you want & what you are capable of. Ask the Qs. Go with your gut. Make a difference. #sachat

5:59 pm LaurieABerry Final Thought: grow your network and relationships. Find at least one who will be brutally honest when needed. #sachat

5:59 pm deanmamta the right fit is REALLY like trying on shoes-many jobs are attractive, but you will know right fit when you don't have blisters. #sachat

5:59 pm edcabellon Final Thought: Finding out if you &quot;fit&quot; is all about perspective. Maybe you need time to grow a little before you can fit :-> #sachat

5:59 pm OO\_Dave\_O Final: Knowledge is power. seekers: Know yourself, research the institution/interviewers. Employed- self awareness & pros-cons #sachat

5:59 pm cholbrook357 RT @cindykane: Final words of @cholbrook357: &quot;find people who will share your values, not your secrets.&quot; &lt;---my VP knows her stuff, #sachat

5:59 pm BeccaFick RT @Kathy\_Petras: Know who you are & what you want & what you are capable of. Ask the Qs. Go with your gut. Make a difference. #sachat

6:00 pm maddyfacepants It seems like an hour is too long at first, but then you get sucked in and #sachat is over before you know it!

6:00 pm djdw RT @debrasanborn: Too thine own self be true. (Bill Shakespeare knew his stuff) Right job at the right school is waiting for you. #sachat

6:00 pm The\_SA\_Blog RT @cholbrook357: In end, care for you and don't stay where it doesn't fit for too long - you won't be good for anyone if you do #sachat

6:00 pm BeccaFick RT @edcabellon: Finding out if you &quot;fit&quot; is all about perspective. Maybe you need time to grow a little before you can fit :-> #sachat

6:00 pm BruinsAhYeah FT: Know thyself (and be open to learning). Don't sacrifice values/goals in the long term, but challenge yourself in the short-mod. #sachat

6:00 pm cholbrook357 @ CindyKane #sachat - I hired you didn't I? LOL

6:00 pm jpkirch FT: Trust yourself, trust your values, and do your homework. You'll be fine. #sachat

6:00 pm StacyLOliver @maddyfacepants Right back at you! You keep me motivated and laughing! #sachat #parkinglotpeptalk

6:00 pm lelambeth Thank you everyone! Yet again, a very informative and insightful #sachat !

6:00 pm KevinPCroke Finding the right fit in any circumstance is as @sjiwamiya said a 'proactive' endeavor #sachat

6:01 pm jesstini85 FT cont: don't be negative when speaking of past experience, find a network of support, and I'll say it again - know urself! 1/2 #sachat

6:01 pm The\_SA\_Blog RT @jpkirch: FT: Trust yourself, trust your values, and do your homework. You'll be fine. #sachat

6:01 pm KARupert RT @debrasanborn: Too thine own self be true. (Bill Shakespeare knew his stuff) Right job at the right school is waiting for you. #sachat

6:01 pm The\_SA\_Blog RT @cholbrook357: @ CindyKane #sachat - I hired you didn't I? LOL

6:01 pm The\_SA\_Blog MOD: Pen Down, Head Up! DAYTIME #SAchat is officially closing, but rest your fingers for the EVENING #SAchat from 6-7pm CST

6:01 pm edcabellon And me too :-> RT @cholbrook357: @ CindyKane #sachat - I hired you didn't I? LOL

6:01 pm jesstini85 RT @The\_SA\_Blog: RT @cholbrook357: In end, care 4 u & don't stay where it doesn't fit 4 2 long - u won't be good for anyone if u do #sachat

6:01 pm MJChatter #highered #sachat how does your school handle students with serious legal history (arrests) at the enrollment stage?

6:02 pm samanthaedford great #sachat this afternoon - now its back to the real world!

6:02 pm cholbrook357 SO true! Didn't mean to leave you out! RT @edcabellon: And me too :-> RT @cholbrook357: @ CindyKane #sachat - I hired you didn't I? LOL

6:02 pm JPedde wonderful chat everyone! So helpful and insightful. Have a great rest of your day! :) #sachat

6:02 pm jesstini85 RT @jpkirch: FT: Trust yourself, trust your values, and do your homework. You'll be fine. #sachat

6:02 pm jpkirch Good luck to all in those job searches (employers and candidates)! #sachat

6:03 pm The\_SA\_Blog MOD: Have ideas for future #SAchat topics? Let us know: <http://bit.ly/8gqEU9>

6:03 pm sjiwamiya At the end of the day, it's a job. We work to live, not live to work. #sachat

6:03 pm tbump Great perspective! RT @jpkirch: FT: Trust yourself, trust your values, and do your homework. You'll be fine ,& fantastic!&gt;. #sachat

6:03 pm mikesevery RT @sjiwamiya: At the end of the day, it's a job. We work to live, not live to work. #sachat

6:03 pm sjiwamiya RT @jpkirch: Good luck to all in those job searches (employers and candidates)! #sachat

6:03 pm edcabellon Thanks for the great chat today everyone! I'll be lurking tonight :- ) Enjoy the rest of your day! #sachat

6:05 pm jesstini85 @EdCabellon is there a video chat going on tonight? :D #sachat

6:06 pm NikiRudolph #sachat is the best cure for the post-lunch drowsy. Always feel energized after it. Hope to lurk tonight around kids' bedtimes.

6:06 pm The\_SA\_Blog RT @NikiRudolph: #sachat is the best cure for the post-lunch drowsy. Always feel energized after it.

6:07 pm The\_SA\_Blog @NikiRudolph We feel energized too! Thanks for your contributions! #sachat

6:07 pm jpkirch Happy Happy, Joy Joy! I love me some #sachat! Don't miss the 6:00 CST/7:00 EST chat tonight!

6:08 pm LaurieABerry I always look forward to #sachat. I always get great ideas, perspectives and build networks. You make an introvert feel at home.

6:09 pm jesstini85 @NASPAtweets advocate for participation in social media - #sachat due to the network abilities, find myself more confident now than b4 2/?

6:09 pm cindykane RT @jpkirch: Happy Happy, Joy Joy! I love me some #sachat! Don't miss the 6:00 CST/7:00 EST chat tonight!

6:10 pm djdw Another great #sachat. Thanks all. So much to think about and I need to re-read that transcript. I fear I missed a lot!

6:11 pm The\_SA\_Blog RT @jpkirch: Happy Happy, Joy Joy! I love me some #sachat! Don't miss the 6:00 CST/7:00 EST chat tonight!

6:15 pm IrmaPelt I lurked in #sachat today. I think it's time to have a conversation with @LeahWescott about institutional fit.

6:18 pm cindykane If anyone can help me assist a colleague in networking in the Troy, NY area... let me know? She's looking for non profit work. #sachat