Corey Andrew Powell ([00:00](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Hey everyone, it's me, Corey Andrew Powell, and this is Motivational Mondays. Guess what it is, international Internship Awareness Month, and I've got something special lined up for today. Now, you know how we love to bring you the very best leadership advice and inspiration here on Motivational Mondays. Well, we're going to take a trip today down memory lane with some of our past guests who've shared their invaluable wisdom on successful internships. Now, whether you're a seasoned intern or just dipping your toes into the world of work, this episode is guaranteed to have something for everyone. So get ready to soak up all that knowledge because this special rewind episode of Motivational Mondays starts now. First up in this clip, I'm joined by two special guests, employment engagement consultant Philip Wilkerson, and internship expert and author Lauren Berger. Now, in these episode highlights, we discuss the fundamentals of how an internship can impact your career trajectory. I'll first ask Lauren, uh, give us your opinion, Lauren, uh, your high level view of why internships are beneficial, and give me a success story if you have one.

Lauren Berger ([01:13](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Yeah. Um, so, hello everybody. Internships are an opportunity to really get placed smack dab in the middle of an industry or company that you think you might wanna work in after college. It's really a great time saver. It's a great way to determine in a short term capacity, is this a company or an industry that I wanna invest my time in. So it's really a great supervised learning experience so that you can figure out what it's like to work at what you think might be a dream company. But who knows, after the internship, maybe you find out it's not. Um, personally, I have the title of Intern Queen because when I was in college, I had over 15 internships. Wow. Um, so I had several opportunities to go in there again, be placed smack dab in the middle of my dream job.

Corey Andrew Powell ([02:02](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Lauren Berger ([02:03](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Or what I thought was my dream job in a lot of cases, and decide if that was what I wanted or what I didn't wanna do. And just a quick, um, I, plenty of success stories we'll get into later, but personally, um, at my last internship, so the, um, summer before my senior year of college, I interned at a television network in Los Angeles, and I set informational interviews with all of my supervisors. And then the following year when I graduated college, um, who did I call? But those people, and I said, remember me? I want a job. Can you help? And one of the su, one of the supervisors who didn't know me that well was willing to call one of his good friends who worked at one of the biggest talent agencies in the world. And he got me in the door for an interview and I eventually landed the job. And that led me to my first job as a, uh, an assistant at caa. Wow. Um, after college. So that's an, that's a personal success story, but you never know where these, um, internships are gonna lead.

Corey Andrew Powell ([03:03](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Yeah. And that's a huge, uh, thing to land CAA, I mean, that's like, you know, massive, it's big deal. Right?

Lauren Berger ([03:09](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Yeah. <laugh>,

Corey Andrew Powell ([03:10](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

That's a pretty big deal for your first time outta the box.

Lauren Berger ([03:12](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Yeah.

Corey Andrew Powell ([03:12](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

And it goes to show you that you have to sometimes just, well, not sometimes. Whenever you can be proactive and going for what you want in life, it's something that you can apply to everything in general. So we're gonna move on to the q and a right now. And one of the first questions I would like to ask is, what are some strategies for networking and building professional relationships during an internship? And Phil, I'll give that to you first.

Philip Wilkerson ([03:36](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Well, um, I feel kind of camera shy now. I got the internship queen, 6 million followers

Lauren Berger ([03:42](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Oh, well.

Philip Wilkerson ([03:43](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

And just, and just a guy from Fairfax, Virginia that works in higher ed. Um, but, um, you know, I think one of the things that has always been a benefit about, uh, internships is not only is the opportunity to practice the skills that you're learning in class, but also to build meaningful relationships with people that you ideally would like to work with or learn from. So one of the strategies I would say, if you are an intern, um, use some assertiveness and if there's time during your like six month internship, try to set up small informational interviews with staff members in DA variety of departments while you're there. Um, we actually model this in our office. So when we have a new staff member or student worker, uh, we have like a open time when they come and we say, okay, share your calendar, get on a spot and at least meet everyone on staff, like our 25 member staff for 30 minutes and just get to know people.

Corey Andrew Powell ([04:39](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Philip Wilkerson ([04:39](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

And from those conversations, those young student workers get an opportunity to ask scores like, why did you go into higher ed? Why you do that? So just do that same in inverse. I went to a site visit at Wolf Trap, and they do the same thing at, at Wolf Trap. They encourage their interns to at least try to meet people in different departments to ask questions.

Corey Andrew Powell ([04:57](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Mm-Hmm.

Philip Wilkerson ([04:58](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

While they're still doing their placement. And even the CEO or the top boss will take their time, maybe sometime during that experience to have lunch with them, lunch with the interns, um, and really get to know them. So I would say on both ends as an employer, really try to make those opportunities for those interns to get to know variety of staff members, you know, for in an informal setting or on the inverse if you are that intern, you know, to try to use some assertiveness. Can I have a cup of coffee with you at the beginning of the day? Um, and be okay with if they say no, that's okay. But at least you asked.

Corey Andrew Powell ([05:31](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Philip Wilkerson ([05:31](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

And using those as an opportunity to build relationships and then stay in touch.

Corey Andrew Powell ([05:34](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Yeah, absolutely. And in fact, Lauren kind of, she, your whole story, Lauren, with <laugh>, how you got your CAA internship is a, is really tied to what Phil just offered.

Lauren Berger ([05:42](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Yeah.

Corey Andrew Powell ([05:43](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

So that is, um, I feel like you've already given it your exam, <laugh> your example at the highest degree. But do you have anything you would like to add to, to what are some strategies for networking and building relationships, uh, during an internship?

Lauren Berger ([05:55](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Yeah, I, I mean, just to play off what Phil said, I mean, I think what he's saying is spot on. Like, get your time in and at some companies, um, at Intern Queen, we do it the same way. But, you know, Phil and I both work in the career space. Of course, we're thinking about how interns can get the most out of their experiences.

Corey Andrew Powell ([06:13](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Lauren Berger ([06:13](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

So if you're interning at a company that's not doing what we do and saying you need to meet with everybody in all the departments, like get your time in and really ask for those meetings because, you know, not every company is, um, that structured or run by like a career development professional.

Corey Andrew Powell ([06:29](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Right.

Lauren Berger ([06:29](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

So I think trying to get that time in, um, is really crucial. And it's funny, we had this intern, she's amazing. Um, she goes to, uh, Florida International University in Miami.

Lauren Berger ([06:41](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

She just finished her internship last week. So this is all really fresh.

Corey Andrew Powell ([06:46](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Hmm.

Lauren Berger ([06:46](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

And this is maybe taking it in a different way, Corey, but on her last day at that internship evaluation, she literally had a presentation ready of, she basically wants us to hire her, um, to be part-time until she graduates college in December. And I was like, pretty speechless during the presentation. <laugh>, it was really impressive. And it's just a, once you build relationships with the people that you're working with, you do sort of set the stage for yourself so that you can have in the right room, you know?

Corey Andrew Powell ([07:17](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Mm-Hmm.

Lauren Berger ([07:18](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Conversations like that. Yeah. So I, I was really impressed by that, um, initiative.

Corey Andrew Powell ([07:22](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

That's amazing. Again, go-getter, she went out for it. She did what she had to do to try to make sure that, that they knew that the internship was a lot more to her than just, uh, you know, I need credits for my graduation.

Lauren Berger ([07:34](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Right.

Corey Andrew Powell ([07:34](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Which is sometimes, you know, it depends on what students want out of that internship, but if you're looking for

Lauren Berger ([07:38](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

A career, right. Sometimes they're just doing it for credit, you don't know.

Corey Andrew Powell ([07:41](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Absolutely. And, um, I would just share quickly too on that same topic for me, I would always just suggest once you get in that door, um, to make sure that people know any other skills or talent that you have. Because I'm a writer and when I interned at MTV, I was like, Hey, you know, I can write stuff just about you at that cubicle over here in case you need me, anyone. And, uh, eventually they began to come to me to write promos for on air promos. And so, you know, you have to sort of connect with the right people who can really help you move throughout that internship into departments maybe where you want to actually work in real life. Now I'm gonna jump to a question over here. I've got my glasses on first so I can see my, these great questions coming in <laugh>. So, um, we have Joshua from YouTube asks, uh, are there any hints or recommendations for adult students that have been in the industry and professionals, uh, to I guess skip the internship and make up credits, uh, or aim for something else specific in an internship? So I'm not sure I quite understand the question, Josh. Wait, let me make sure I get this. Are there any hints or recommendations for adult students that have been in the industry and professionals? So I'm not sure what industry, if he's referring to professional. Hmm.

Philip Wilkerson ([08:52](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

I'm assuming, I'm assuming that are you? I, I, I, I, I'm gonna go to assume that, you know, because we have a large, um, large contemp, what we call 'em, contemporary student population or non-traditional students that want to get experiential learning, but they got real life bills or their adult learners.

Corey Andrew Powell ([09:08](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Yeah.

Philip Wilkerson ([09:08](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

And they can't do a non-paid internship or they can't do, and maybe just an internship in their phase of life. Right. And so, I'm I, I'm just gonna make it a strong assumption as like, if you're trying to switch into a new industry where internship might not be the go-to, then I think the main thing I would say is create those experiences on your own. Whether that is a, you know, if you're jumping into a new industry, can you do research or do some other form of experience building to get you experiences? Or is there a way that you could be a little bit flexible with the time? Because I was an adult learner when I went to get my master's.

Corey Andrew Powell ([09:46](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Philip Wilkerson ([09:46](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

And I had to kind of take, I guess take a l financially to get an in, uh, internship in the experience that I want. Yeah. So, I don't know, Josh, I don't know if that's on the lane that you're saying is like, I don't have the bandwidth or the financial capacity to do an internship. And so those are the things where you need to weigh, right? Like have that community around you, um, maybe, you know, lean on a partner. I had to lean on my partner. You gotta, you gotta bring home the bread while I, I do this experience that I know is gonna get me toward my career. So I don't know if that's the answer, but I, I think it's a multifaceted question. Right. You have to really bring into that, that we have a lot of students, adult learners that are switching into new industries that may not be able to do an internship, but they need that experience.

Corey Andrew Powell ([10:30](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Right? Sure, sure.

Philip Wilkerson ([10:31](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

You know?

Corey Andrew Powell ([10:32](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Okay. No, I think that's right. I was a, I was a non-traditional student myself, so imagine me, I was like, you know, a little later in my game at MTV, you know, <laugh>. But I needed that internship because it was going to really make a difference. Um, Josh, hope we answered your question there. And you know, we have a, a video question actually that we have, and this video question comes from, uh, Janique Hayes at the University of Phoenix. So we're gonna play that one now.

Janique ([10:58](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Hello everyone. My name is Janique. I currently attend the University of Phoenix. And my internship question is, um, I'm currently in the process of applying to some internship programs and I know I need to build my resume in order to do that, but I'm struggling with what I should put on my resume being that I don't have experience.

Corey Andrew Powell ([11:23](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Awesome. Awesome question. Um, Janique, thank you so much for this question. I love this question because it's not just an internship question. This also can apply to people who are just really entering the job market for the first time. And they haven't really had an extensive career. Some people just, you know, didn't have a lot of work experience and now they're looking, um, after, uh, high school so, or after college. And so what, uh, Janique is asking is how do you apply to internships and look desirable to a company when you have no work experience? Like, what do you put on your resume in that case? So how do you break through? So Lauren, what, what's your thought on that?

Lauren Berger ([12:01](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Yeah, so I, by the way, I always have a lot of students come up to me after events and things and they'll say, I have no experience. Or I, I have little experience, some version of that.

Janique ([12:11](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>, what do I do? Because you need experience to get experience whole thing.

Lauren Berger ([12:16](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

And I always say, well flip the script like you just told me why I shouldn't hire you.

Corey Andrew Powell ([12:20](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Mm.

Lauren Berger ([12:21](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Just let's, let's flip it. Right. Tell me why I should hire you. And everybody has a different set of experience, right? Whether that's volunteer experience, experience being a caretaker for a family member experience at a part-time job, a full-time job, an internship, a class project, whatever that might be. Right? So, you know, some of us might need to go fishing a little bit more than others, right. <laugh> to kind of find those experiences. But it's really a matter of taking the experiences you've had and trying to um, mm-Hmm. Just articulate them in a way that's going to transfer over nicely to the job. So what I would recommend doing is kind of making that list or doing that brain dump of all the experiences you've had. And then I always say print out. 'cause it's just nice to hold it in your hands sometimes.

Corey Andrew Powell ([13:07](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Yeah, yeah.

Lauren Berger ([13:07](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

But could put it on your phone, whatever. But like, have that job description ready and you're basically connecting the dots, you know, they're looking for x Like what do you have that's the closest to that possible?

Corey Andrew Powell ([13:18](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Mm-Hmm.

Lauren Berger ([13:18](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

And really making sure that you create a resume that strongly corresponds to what the job is looking for. But don't put too much pressure on yourself to have like that exact experience.

Corey Andrew Powell ([13:30](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Right.

Lauren Berger ([13:31](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Um, I hired someone once who was a, her previous job was, she was a, um, she was a makeup artist, but it was like permanent, she did permanent makeup for people.

Corey Andrew Powell ([13:41](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Hmm.

Lauren Berger ([13:41](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Nothing to do with internships or intern Queen.

Corey Andrew Powell ([13:45](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

<laugh>. Right.

Lauren Berger ([13:45](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

But then she told me that she managed all of these influencers who created content to promote the business, and she knew the challenges that went into it. And at Intern Queen, we manage influencers.

Corey Andrew Powell ([13:56](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Lauren Berger ([13:57](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

So it was a, I always think about that story because it was kind of a, you know, it was bizarre. It didn't match at all. But she was able to really clearly translate for me why she was a fit.

Corey Andrew Powell ([14:07](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Lauren Berger ([14:08](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

So hopefully that's helpful.

Corey Andrew Powell ([14:10](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Yeah. That's excellent advice. And Phil, what do you have to offer for that? That, uh, question. I

Philip Wilkerson ([14:13](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Love, I love, I love, I love lupin in backing up. 'cause I remember last time in our Monday, motivational Mondays, I said two things. One, do not wait to create. So reverse engineer. And look, I sometimes tell students that feel grossly unprepared for internships. Look at the internship maybe as a roadmap then what experiences can you get on your own? So if you see something that's like, uh, internship with finances, look and say, what ways can I garner that experience on my own? Can I sell something on my own? Right. We all have a phone, we can be our own entrepreneurs, or could I be the treasurer of a student organization? So a lot of times students think that work experience is the only relevant experience.

Corey Andrew Powell ([14:53](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Right.

Philip Wilkerson ([14:54](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

But you can, you can get relevant experiences, just as Lauren said earlier in volunteering study abroad, uh, a service learning trip, uh, community service in, in the area student leadership.

Corey Andrew Powell ([15:06](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Philip Wilkerson ([15:06](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Your classes and courses. So I I love that. I love that suggestion that she said already. It's like, list it out and then think of ways that you can turn those experiences that you think are not work experiences into transferable experiences with bullet points. Yeah. So you could say child, like let's say you're a babysitter, well, you're childre specialist, I don't know <laugh>, that's the grandness grand finesse. But you could say.

Corey Andrew Powell ([15:29](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Right, right.

Philip Wilkerson ([15:29](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

You know, was responsible, not responsible because we don't use responsible, but cared for children age six to 12 and manage, you know, their meals or something like that.

Corey Andrew Powell ([15:40](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Mm-Hmm. <affirmative>.

Philip Wilkerson ([15:40](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

You can turn that into, you can change that, right? Like, and not just say, I'm just a babysitter.

Corey Andrew Powell ([15:44](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Right, right.

Philip Wilkerson ([15:44](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Or, or a real caregiver. So I, I think it's a matter of brain dumping and then maybe working with someone, maybe a career professional at your career center if you're a student and working on that first draft of your resume and articulating it like Lauren said, to the job description. So I don't think anyone has limited, you can pull from those experiences.

Corey Andrew Powell ([16:03](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Next up is a webinar discussion I had with Anna Taylor of the Greater Sum Foundation and Tim Taylor, co-founder of America Succeeds. Now this webinar was entitled, Unlocking Your Career Growth to Expand Job Opportunities. And in this clip I learned that volunteering can be just as beneficial on a resume as an internship. You have a question already, which I am so happy about, and I would just go right to it. I'm gonna lean in and squint because I don't have my glasses with me. But David Shepherd from Colorado Technical University asks, there are a lot of different ways to make a resume successful. What should someone focus on the most certifications or volunteering, college degrees, social networking? What is the hierarchy of those particular attributes? That's a really great question. Uh, Anna I'll just stick with you. You wanna give it a shot?

Anna Taylor ([16:53](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Yeah. For me, I mean, there's definitely a lot of variability across industry here, but, um, across the board, one thing that I would suggest is, you know, do some reading into the job descriptions. Look at what are the non-negotiables and make sure that those things pop on your resume really quickly. You don't have to give 'em a lot of space, a lot of detail, but, um, whether it's a person or an AI scanning your resume, they should be able to find those non-negotiables quickly. And then you have more room for flexibility about the things that kind of make you stand out.

Corey Andrew Powell ([17:29](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Hmm. Excellent. Tim, what do you think?

Tim Taylor ([17:31](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Yeah, I would, I would completely agree. I think that one of the things that's really important is that, uh, almost everybody who's ever been hired for a job was hired for a combination of technical skills and their durable skills. Employers as they ask for these types of skills they're looking for and they value certain durable skills, maybe more in different industries or different roles, I would be, I pay a lot of attention to the job description for what you're applying for, but there's a lot of hints in there, the ones that we see over and over and over again, the most important, um, if, if there is such a thing, uh, communications, leadership skills, um, I think growth mindset for employers is really important. So if there are things that you've done, uh, while you volunteered or while you've earned, uh, a certification or your degree or those other things, point out how those emphasize those durable skills. It's not just that you volunteered, it's that you volunteered and you, you practiced, you learned, you develop these types of durable skills. And I would, I would layer those in thick, uh, with the types of things and the skills that you have beyond your certification or your degree.

Corey Andrew Powell ([18:39](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Lastly is a conversation I had with the remarkable Mandy McEwen. Now she is someone who I call the LinkedIn Whisperer because she's got great advice and great tips for having a successful LinkedIn profile. Now in this clip, Mandy joined me for a motivational Monday's episode and she explained why it's imperative for young college aged students to embrace LinkedIn as they do all other social media platforms.

Corey Andrew Powell ([19:05](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

I think LinkedIn is intimidating to certain generations and, and even younger ones who are used to like, kind of like the free spirited taking a picture of my cat or me in a bikini on the beach picture. And it's a little bit loose, right? You don't have to think about being responsible, really. You can be actually go the other way and be, make some really bad choices on those other platforms. <laugh>, <laugh>, I think LinkedIn forces you to be, yeah, I'm just saying, um, <laugh> LinkedIn,

Mandy McEwen ([19:31](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

You're not wrong.

Corey Andrew Powell ([19:31](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Forces you though to be, you know, <laugh>. Exactly. But I think it forces you to be more responsible and thoughtful, and I think that is where people may be, are a little afraid of it because there's a lot of room for maybe, uh, ruining yourself professionally. So what do you think is the, the fear and intimidation with LinkedIn that people have?

Mandy McEwen ([19:52](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

Yeah, that's a really good question. They, they really are confused and they, it, it's like a mystery to a lot of people. Like, how do I use LinkedIn? And what's interesting is it's becoming more like the cool social media networks, right? So it's not a place, I mean, I've seen plenty of bikini picks on LinkedIn, don't get me wrong, <laugh>, but I don't condone that. I don't recommend that, but it is becoming more personal, you know, so it's not this like stuffy, like back in the day LinkedIn was boring as all get out, you know, like it was lame, you know? So it's becoming more of like a cool, cool, I say that in quote <laugh> social media network, and it's just a matter of like, how can you blend your personal life with your professional life and show people you as a human being and your passions and your strengths and your goals in life, and showcase that in a way that resonates with people.

Mandy McEwen ([20:43](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

So you don't have to, you know, people overthink it. Just like what you said, you know, know, they're, they're, they overthink. And you, you don't have to overthink it, just don't go as extreme as what you would post on, you know, your TikTok videos for example. But even then, even then, I see people that are killing it on TikTok that literally they're professional tiktoks though, right? So they like have business tips. They're not just like random. Um, and they're taking their TikTok videos and they're posting them on LinkedIn and they're doing really well. So there's all sorts of ways that you can literally like, look at what you're doing on your other social media channels that's appropriate and take that and post it on LinkedIn. You know, it's not a huge difference as long as it's obviously appropriate. And then the difference is you're there to build your career and network with the right people.

Mandy McEwen ([21:26](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

And so you need to sprinkle in your expertise or what you're wanting, you know, to do with your life. Like if we're talking about, you know, young people here that don't have a 15 year plus career like I do, then start talking about your passions and your skills and connect with people. Like it's really about connecting with right people. I mean, it's all who you know, right? Like you, you've all heard this a million times and that is actually the truth. And so LinkedIn is the very best place in the world to connect with people that are gonna take you to that next level. You have no idea the power of the connections you can build on this network that can get you your dream job, that can get you a mentor that's, that you would never thought would even talk to you. You know? So it's a very welcoming and warm community, especially when it comes to the connecting part of it. And I think that's what people, um, need to know that, you know, it shouldn't be scary. Like it is a very welcoming, friendly community of people that are just there to help each other.

Corey Andrew Powell ([22:24](https://www.temi.com/editor/t/FdHxUXpX_9VJW2TYWaSui_Oq_fgssqIHa0qfF2hxgtjIz1tX9YqtLGokW91sZ2kZ6feL47Ive49Eh1XfqF3aXVX-TyQ?loadFrom=DocumentDeeplink)):

So that's it. Thank you so much for watching and listening, and I hope you enjoyed this special motivational Monday's rewind episode and acknowledgement of National Internship Awareness Month. Thank you for listening to Motivational Monday's, presented by the National Society of Leadership and Success, and available wherever you listen to your favorite podcasts. I'm Corey Andrew Powell, and I'll see you again here next week.