Recorded on July 9, 2020

NSA Conference @Home
Changing Lives Together

STUTTERING & CAREER SUCCESS

Job Interviews

- What to know beforehand?
  - Directions, travel time, who and where you are meeting
- Disclosing
  - What is it?
  - When is it best to do it?
  - How to do it?

we stutter @WORK
CAREER SUCCESS FOR PEOPLE WHO STUTTER

Preparation is key!

- Practice common interview questions
- Prepare so you can feel comfortable and confident

- **STAR Method**
  - **S**ituation
  - **T**ask
  - **A**ction
  - **R**esult

we stutter @WORK
CAREER SUCCESS FOR PEOPLE WHO STUTTER

Ace Your Next Job Interview

Insider Secrets from a Human Resources Professional who Stutters

Haley Mitchem Aguayo

As a person who stutters, I often struggled with job interviews. I agonized over every word, syllable, and sound. Everything had to come out perfectly, or so I thought. I carefully navigated through the cumbersome questions that I viewed as an enemy's weapons of artillery rather than viewing it as simply a getting to know you process. I can even remember downing a glass of wine before participating in a phone interview to calm my nerves. All of the stress and anxiety prevented me from enjoying the conversation and it led me to say only what I could say, rather than what I wanted to say. It's safe to say that I viewed job interviews as a necessary evil.

I decided that I needed to confront my fears head on by applying to hundreds of jobs for the sole purpose of desensitization. I had countless phone interviews and in-person interviews. It was very difficult in the beginning but I eventually grew excited to talk to recruiters and hiring managers while also learning how to successfully interview.

The skills I learned along the way helped me recently land a job as the Manager of Benefits & Compliance at the United Nations Foundation located in Washington, DC. And I'll tell you a secret – I loved the interview process! I came prepared and was ready to ace it with confidence and a smile. That's why I'm sharing helpful tips I've learned so you can ace your next interview.

Preparing for a Job Interview

Congratulations! Your resume was selected out of the huge pile of resumes that the company received. You are one step closer to getting that job you've been eyeing! Now, it's time to prepare for the interview stage.

Job Interview Advice

Written by a person who stutters for people who stutter.

WeStutter.org/interviews

we stutter @WORK

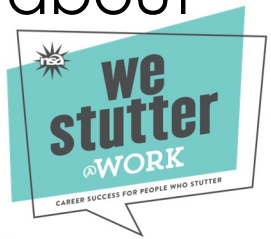
CAREER SUCCESS FOR PEOPLE WHO STUTTER

Planning for the First Day

- Self confidence
  - You've earned this! Feel good about the opportunity
- Prepare
  - Ex. Come up with a list of questions for your manager
- Mindfulness
- Speech strategies

Once You're There

- Introductions
- Don't feel like you have to own the room
- Small talk
  - Ex. Get to know your coworkers; find out the org chart
- Listen to others
  - Ex. Don't make the focus of your first day all about your speech; focus outward, not just inward



Giving Presentations

Color

Cut

Clarity

we stutter @WORK

CAREER SUCCESS FOR PEOPLE WHO STUTTER

Capture Attention with Color

- Capture your audience with appealing presentation design
- Be creative with formatting
- Be conscious of company culture, audience and purpose of the presentation

we stutter @WORK
CAREER SUCCESS FOR PEOPLE WHO STUTTER

Cut to the Chase

- PWS have to do more with less
- Chose your words carefully and be concise
- Don't present a wall of words to your audience
  - Information should be easy to comprehend
  - Color, formatting and striking imagery can help achieve this

we stutter @WORK
CAREER SUCCESS FOR PEOPLE WHO STUTTER

Deliver Message with Clarity

- The content should be clear and satisfy the objective
  - Color and conciseness are complimentary, but clarity is key
- Your presence should facilitate the clarity of the message
  - The slide show/visual aid is a reference, but you are the star

we stutter @WORK
CAREER SUCCESS FOR PEOPLE WHO STUTTER

Meetings

- Meetings can be challenging for PWS
- This presentation borrows heavily from an NSA webinar given last year by Mara Ormond

WATCH

WeStutter.org/meetings

PWS, Know Thyself…

- What if you didn't stutter?
- Does your stuttering amplify or inhibit your innate behavior?
- "The more we can isolate the effects of stuttering, the more effective we can be in dealing with it."

What is successful participation?

- Big Picture
  - ↑ talking, value, connection
  - ↓ nervousness, fear, discomfort

- This Meeting
  - Was the goal of the meeting met?
  - Were all opinions heard and valued?

we stutter @WORK
CAREER SUCCESS FOR PEOPLE WHO STUTTER

Preparation

- Conversational entry phrase/gesture
- Meeting Ally
- Know in advance:
  - Agenda
  - Attendees
  - Your topic
- Rehearse ideas you want to share

we stutter @WORK
CAREER SUCCESS FOR PEOPLE WHO STUTTER

Going around the room…

- Visual Disclosure
  - NSA button
  - Signs/posters in your office/cubicle

- Statement
  - "Some/many/most of you already knew that I stuttered, and the rest of you just found out."

Debriefing

- Revisit terms of success
- Name instances where I met the terms
- Lessons learned
  - Things I will do the same next time
  - Things I will do differently next time
- No Judgement; objective analysis

Conference Calls

- Most are video these days; ZOOM, TEAMS, etc.
- Raise Hand feature
- Chat Box

we stutter @WORK
CAREER SUCCESS FOR PEOPLE WHO STUTTER

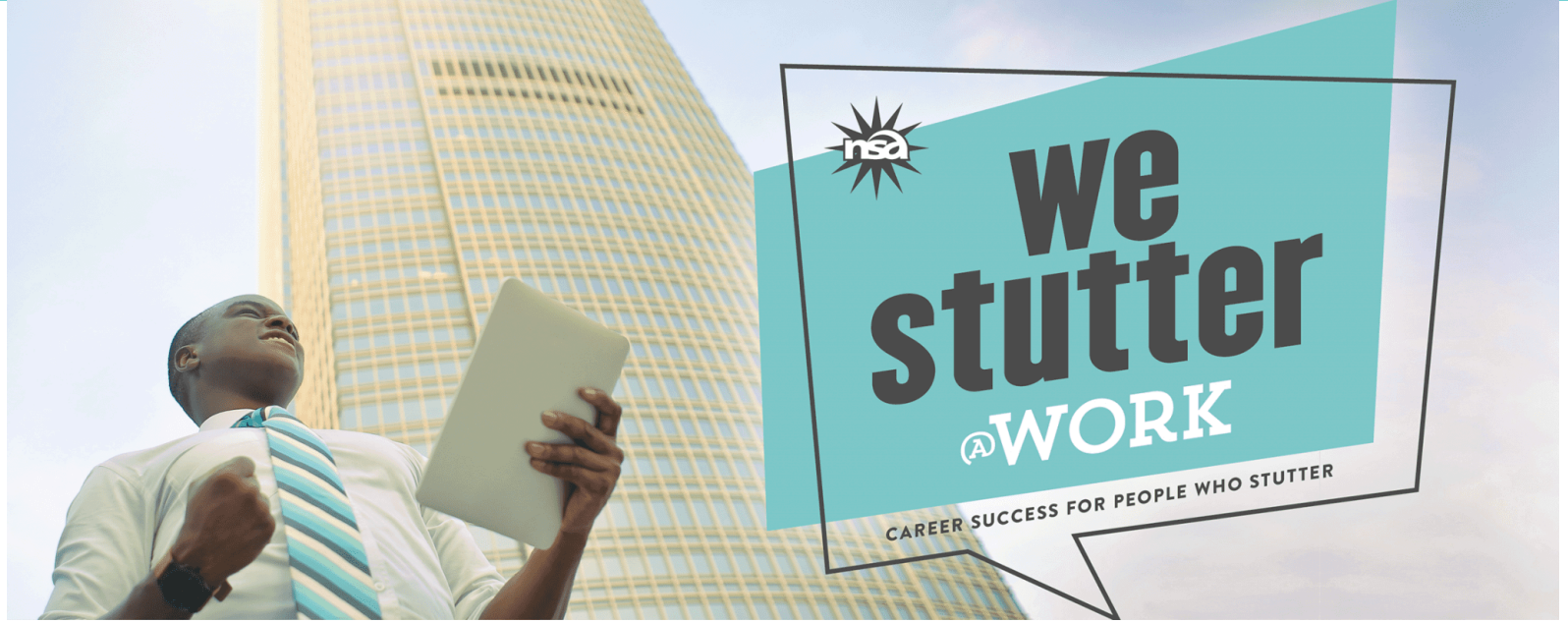
Stuttering Management

- Avoid substitution
- Don’t be afraid to stutter
- Use humor

we stutter @WORK
CAREER SUCCESS FOR PEOPLE WHO STUTTER

Final Thought…

- "The world needs all of us to say what is ours to say."
  - *Mara Ormond*



Mock Interviews Webinars Career Profiles For Employers

WeStutter.org/CareerSuccess