

Fast tracking work readiness using MBTI®

DeakinTALENT - Graduate Recruitment Services

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**Deakin
TALENT**
GRADUATE EMPLOYMENT

Deakin University CRICOS Provider Code: 00113B



employ-deakintalent.deakin.edu.au

Gavin Walker

Manager, Graduate recruitment
services



About DeakinTALENT

Rethinking graduate employment

Our careers and employment service has been transformed to create an innovative and personalised service for our employer partners, students and graduates. The DeakinTALENT programs and services prepare Deakin students for the jobs and careers of the future.

We need to prepare students for jobs and careers in a world where:

- > Having a University degree doesn't guarantee you a job
- > What you study doesn't define or limit the graduate job role or career you can build
- > Students need support and education about in demand and growing sectors or outside of the box careers
- > The graduate recruitment market operates more like an experienced hire market
- > Career paths are not linear - students need the tools to self manage and navigate a career not just a first job

Challenges faced when recruiting and on-boarding a graduate

- > Learning to communicate in a respectful, professional style
- > Being adaptable and willing to receive feedback
- > Managing stress and conflict
- > Transitioning to constant face to face communication
- > 48% of employers recruit based on behaviour
- > SMEs Challenges are even greater than those of larger firms
 - > Lack of personal development from the graduate perspective
 - > Limited network of peers to support Graduates
 - > Limited time for development via Central HR functions



Graduate KickSTART Program

The KickSTART Program has been designed to deliver a unique graduate development program that simulates the type of personal development offered by larger employers. The key driver is to give graduates in smaller organisations access to personal and professional development to kickstart their career.

- > Graduates who have been hired exclusively through our shortlisting service will have access to the program
- > Each attendee is invited to participate in 3 personal and professional development sessions per year
- > Each session comprises of a professional development topic, guest speaker and networking with other graduates
- > There is a rolling admission into the program during the year so your new hire is enrolled in the next session
- > Sessions include personal discovery, professional impact, career planning and self leadership
- > Free program*



Rebecca Fraser

Senior talent development
consultant



Why MBTI®?

“Who looks outside dreams, who looks inside awakens”

~ Carl Jung



Breaking the myth: E or I?

“There is no such thing as a pure introvert or extrovert. Such a person would be in the lunatic asylum.”

~ Carl Jung



Self leadership

“Everything that irritates us about others can lead to an understanding of ourselves”

~ Carl Jung



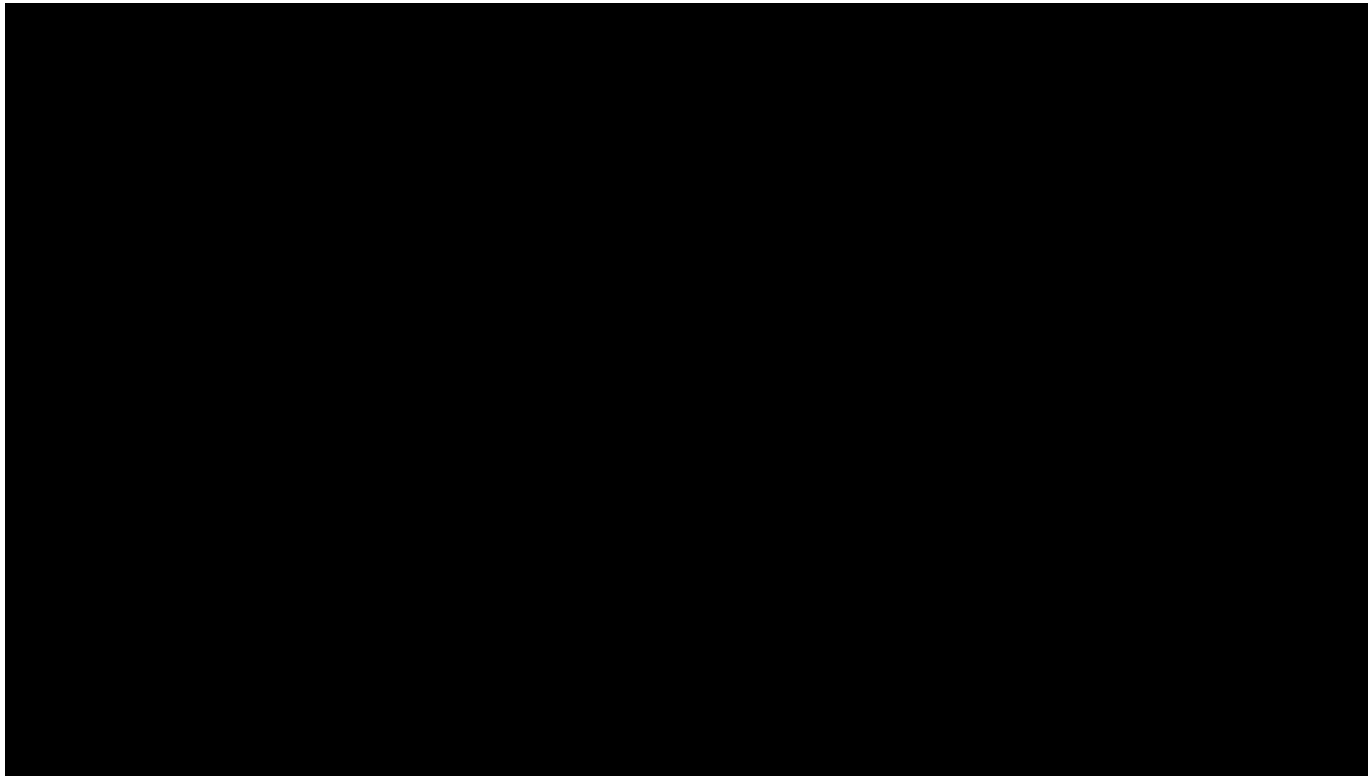
Communication

“The shoe that fits one person pinches another. There is no recipe for living that suits all cases”

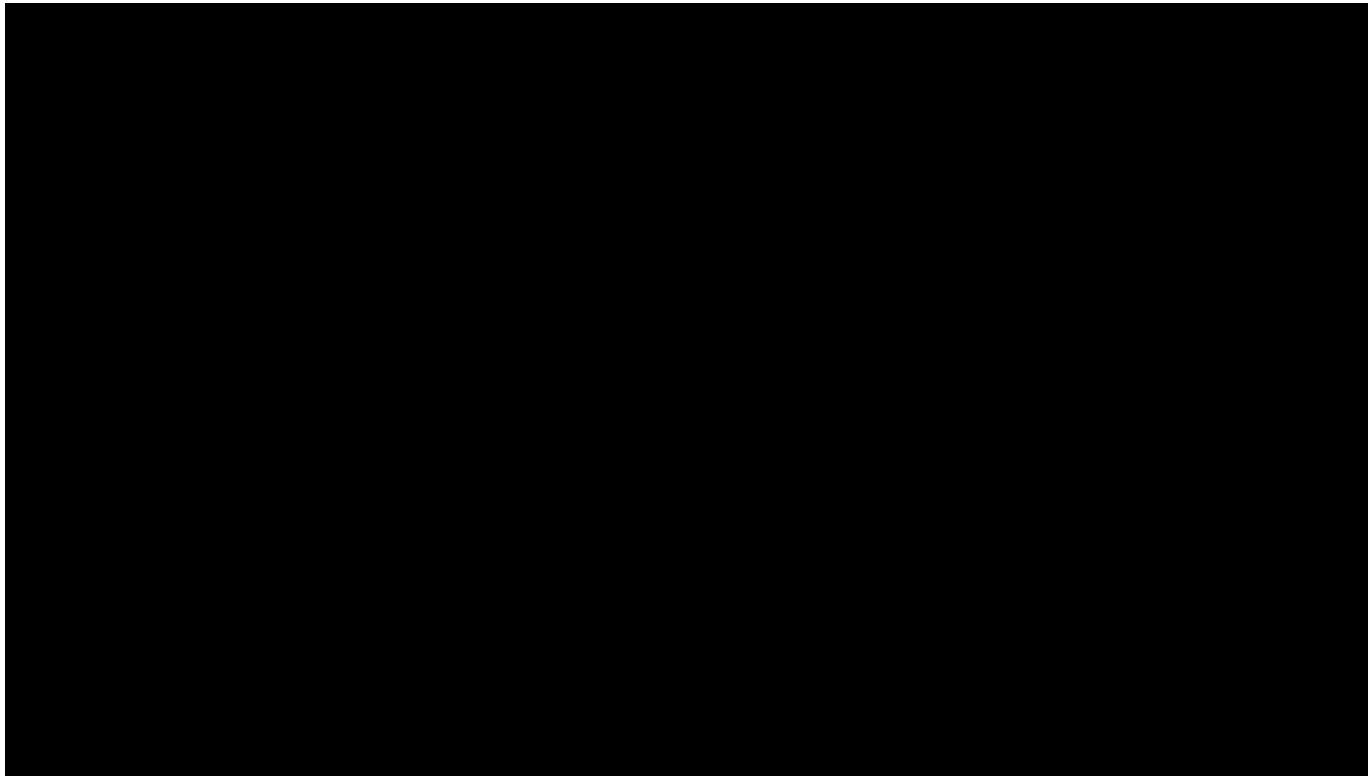
~ Carl Jung



The feedback – An employers perspective



The feedback – An graduates perspective



Questions?

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