

Virginia Library Association Professional Associates Forum Conference 2016

# How to... NOT Get a Job at Your Library

{ Handling Rejection with Professionalism  
{ in Order to Succeed in the Future



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# Introduction & Goals

- Why this topic matters
- Examples of responses and behaviors
- What applicants can do
- What supervisors can do
- What is your experience



# Volunteers

- Scenario A
- Scenario B



# Behaviors

- When people are not selected for a position, what behaviors might they exhibit toward their selectors, supervisors and co-workers?



# Emotions

- The behaviors that people exhibit when not selected for a position are a result of emotions. What emotions do people experience when they find out they were not chosen?



# Emotions

- There are no “wrong” or “inappropriate” feelings.



# Emotions

- There are healthier ways to cope and healthier choices people can make about the behavior they exhibit in the workplace.



# Recommendations

- Separate emotions from behaviors





# Recommendations

- Choose your attitude



# Recommendations

- Detach from the outcome



# Recommendations

- Choose your confidantes wisely



# Recommendations

- Ask for feedback



# Recommendations

- Find a mentor



# Recommendations

- Every day on the job is an interview



# Moving On

- How do you know when you should apply elsewhere?



# When You're the Supervisor

- What to do when you are the supervisor on the receiving end of an upset candidate





**Questions? Comments?**

# Thank You!

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