

What are one or two traits from your parents that you most want to ensure you and your kids have for the rest of your life?

The Interview Goal: Revelation not Rehearsal

Anthony Tjan, a respected consultant, feels that all interview questions fall into one of two categories: questions about competency (skills, knowledge) or questions about character (values like truth, compassion, wisdom). "What are your greatest weaknesses?" is a commonly asked character question, but it is a bust, if it leads to stock responses. Tjan, believes screening for **traits like integrity, humility, gratitude and self-awareness are the key to job satisfaction and success**. He provides some alternative questions that might

lead to more responses that are helpful. "What are one or two traits from your parents that you most want to ensure you and your kids have for the rest of your life?" The goal is to create a conversation that leads to a revelation, not a rehearsal, says Tjan. After hearing the person's initial response, Tjan says you should immediately follow up with "Can you tell me more?" Tjan wants to see how people react under real-time pressure and challenging situations. "Tell me about three people whose lives you positively changed. What would they say if I called them tomorrow?" **Organizations need employees who can lift each other up.** "And if a candidate can't think of a single person, I want to understand why," Tjan says. After an interview, ask yourself (and other team members, if relevant) "Can I imagine taking this person home with me for the holidays?" This may seem overly personal, but "you are trying to develop a relationship with them," says Tjan. After an interview, ask security or the receptionist: "How was the candidate's interaction with you?" Be conscious of how people treat strangers - it speaks to whether they act with compassion and openness and view others as equals.

The SOB Mission explicitly addresses knowledge, skills, and values, and our distinguished faculty are committed to fulfilling this mission to serve our students.

Read more at <https://ideas.ted.com/5-interview-questions-that-will-help-you-hire-better-people/> and <https://www.thelavinagency.com/speakers/anthony-tjan>

Sincerely,

Raj Devasagayam

Celebrations

- The IRS Criminal Division came on campus and presented Prof. Glodstein's class with a real life fact pattern. The class was then broken up into four (4) groups with a special agent assigned to each group as a "coach." The students, under the guidance of their special agent coach, were then asked to look through various documentation provided, including tax returns, to uncover any discrepancies or possible fraud. The students were also given the opportunity to question various witnesses portrayed by the special agents, including the accountant who prepared the tax returns. The interaction between the students and the special agents was a joy to watch. The project started at 8:00 A.M. Both the students and agents eagerly participated. Hopefully the IRS will continue to return to our campus for this project for years to come.



School of Business Resource Librarian

- Chanté Hope has been appointed as the Resource Sharing Librarian at SUNY Old Westbury and will also be serving as the liaison to the School of Business. Chanté received her undergraduate degree in Business Administration from Keystone College and her Master's in Library Science from Queens College, CUNY. Chanté has also worked as an adjunct professor of English at Monroe College. Before joining the Old Westbury College community, Chanté was the Student Experience and Outreach Librarian at SUNY Maritime College, where she led the library's outreach and events along with patron engagement. While also at Maritime, Chanté was the liaison to the Graduate Studies/Global Business and Transportation department. She created a graduate library orientation module via blackboard and has taught numerous business concentrated library instruction classes.



Announcements

- Alumnus Alexander Hilton** is going to present on **Monday, November 11, at 9:40 AM in NAB 1100**. Mr. Hilton was an **SOB International Student** from **Denmark** who vividly recalls **SOB Faculty**. Alex is the Chief Operations Officer (COO) of [Christopher Cloos](#). The company has offices in Copenhagen and New York City and their eyeglasses are sold in more than 600 retailers globally in Europe, North America, South America and Australia. Alex has an interesting story to tell. **The SOB Business Club** is sponsoring the event.
- The SUNY Old Westbury **Center for Student Leadership and Involvement** recognizes the great work of our students by [nominating](#) them for the "**Panther of the Month**" award. Awardees will win a free shirt courtesy of the Campus Bookstore, be featured on the **Commuter Bulletin Board**, and be featured in the **Student Connections** weekly e-newsletter. The [form](#) takes less than 10 minutes to complete. Let us come together to recognize all the great work our students are doing in and for our community.
- The **Professional Development Week** (November 18 – 22) is presented by the **SUNY Center for Professional Development**. The week is an awareness campaign highlighting the important connection between lifelong learning, personal growth, and transformative organizational success. Webinar topics encompass the areas of personal, professional, and technical development while also delving into the world of executive leadership. Not only is being strategically well-rounded a great personal goal, it can also help you with your professional journey. [Register here!](#) Read more at <https://sunycpd.eventsair.com/QuickEventWebsitePortal/pdweek19/info19>
- The SUNY Faculty Development Community of Practice** is sponsoring a [FREE webinar](#). On **Thursday, December 5 from 12P.M. – 1 P.M.** [Andrea MacArgel](#) will lead a discussion about "**Best Practices and Techniques for Consulting with Faculty.**" All are welcome! Read more at [FREE webinar](#) (<https://sunycpd.eventsair.com/QuickEventWebsitePortal/facdevwebf19/facdevw19>).
- SUNY Oswego** will host the next **SUNY Conference on Instruction and Technology (CIT 2020)**, May 26 – 29, 2020. Online presentation submission is now open for the **29th Annual SUNY Conference on Instruction & Technology (CIT)**, sponsored by **SUNY FACT2 (Faculty Advisory Council on Teaching and Technology)**. This year's theme **The Shared University: Working Together to Prepare all Students for a Lifetime of Learning** is supported by the following tracks: **Diversity, Equity, and Inclusion; Emerging Technologies and Digital Strategies; Measuring Effectiveness; Open Education; Pedagogically Speaking**. View [Track Descriptions](#), [Format Descriptions and Ratings](#). Submit your proposal at <https://sunycpd.eventsair.com/cit-2020/cit20ab>. **Deadline for abstract submissions is December 31, 2019.**
- Interested in Teaching Online? – Open SUNY** will be offering an informational webinar on **November 12 at 12P.M.** providing a brief overview of **Interested in Teaching Online?** - an openly-licensed self-paced online resource that is free of charge and open now to anyone interested in learning more about online teaching and learning. Read more at <https://innovate.suny.edu/interested/>

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