The professional profile for students





• Why have you come?

• What are you hoping to learn?

• Todays workshop would be a success for me if...







Agenda

- Why are we here?
- What is LinkedIn?
- Your profile
- Evaluating your profile and behaviour

Goal:

Everyone who participates in this workshop will have identified at least 3 elements of their profile to improve!





Difference in platforms







Before we start

• Important settings

- Privacy settings
- Security (2 factor log-in)
- Public profile
 - > Adjust how much of your profile that is publicly available
- Communication
 - > Adjust how much and in which cases LinkedIn is allowed to contact you
- Use LinkedIn in English to make sure you have access to the newest features.



Jobs	Messaging	A Notifications	Ø Me ▼
	André Bjø Process- an with a stron AAU.DK & S Consultant View p	rn Nielsen d Career Con g ICT focus @ Gelf-Employed (freelance) profile	sultant D d L&D
Neac	tivate Premiu	ım	-
ACCOUN	ІТ		
Settings	& Privacy		l
Languag	e		
NEED HE	ELP?		
Open Qu	iick Help		
MANAG	E		
Posts &	Activity		
Job post	ing account		
Compan	y: Aktiv Først	ehjælp	
Sign out			



LinkedIn user types

- What kind of LinkedIn user are you?
 - The passive/anonymous networker
 has a profile but it hasn't been updated for a long time and probably lacks a lot of information
 - > The upcoming networker

has done some work the personal profile, is looking/scrolling the feed, clicking links, but doesn't act proactively

> The casual networker

Probably has an all-star profile, like's updates, sends out invitations, but without a strategy and awareness about why, chooses the "easy actions" (connecting without a personal comment, sharing and re-sharing without comments..), has a more random LinkedIn behavior.

> The strategic networker

acts intentionally with a purpose, comments on posts, makes invites personal. Is very much aware about the content and layout of own profile – definitely has an all-star profile

> The persistent networker

more active behavior, regularly makes posts and blogs, has a clear LinkedIn communication strategy and purpose

The seasonal networker behavior is shifting within shorter or longer periods of time. Is shifting between the different roles defined above.





ENGAGEMENT MATTERS - GIVE MORE TO GET MORE

- Profile visits passive strategy:
 1-10 views pr. Week (roughly 1 each day)
- Profile visits active strategy:
 65 views pr. Week (roughly 10 each day)
 - Effort (besides what I usually did):
 - > 1 post (2000 views, 20 likes, 6 comments)
 - > 1 post (626 views, 4 likes, 1 comment)
 - > 1 comment du others post (86 likes, 24 replies)
 - Note that my comment got way more likes and replies than my posts...(you cant measure views on comments)





What is LinkedIn?





706 million members in 200 countries and regions worldwide



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Source: https://news.linkedin.com/about-us#statistics

LinkedIn's annual revenue amounted to almost 6.8 billion U.S. dollars. (2019) Linkedin generates more than \$454.000 per employee (2019)

Width and depth of your network Connections vs. relations





3 reasons to have a profile on LinkedIn

51 % of Danish employers uses LinkedIn as a channel for recruitment (2019)

54 % of Danish employers use their company page on LinkedIn to share new jobs (2018)

67% of Danish employers is researching a future employee via LinkedIn during the recruitment process (2016)



Profile strength - get an 'all star' profile

- Why
 - 'All star' profiles ranks higher in search results
 - 40x more likely to receive opportunities

• How

- ✓ Have a profile photo (21x more views 9x more connection requests)
- ✓ Include your industry and location (9x more views)
- ✓ Update your current position along with a description (8x more views)
- ✓ Contain a least two past positions (12x more views)
- ✓ Write a summary
- Insert your education details
- ✓ List a minimum of 3 skills
- ✓ Have a least 30 connections in your network







Let's take a closer look

- Live presentation of LinkedIn
- Please note:
 - The newest features are available in English first
 - Not all features are available across all platforms/devices



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TIP1: Update contact info and make a personal URL



Contact info

- Make sure contact info is updated
- Customize your personal URL
- 1. Go to your profile
- 2. Click 'Edit public profile and URL'



Edit public profile & URL

Con	tact and Personal Info 🧷 🧷
in	Your Profile
	linkedin.com/in/andrenielsen
P	Websites
	aktiv-fh.dk (Aktiv Førstehjælp)
	fsfi.dk (FSFI)
	karriere.aau.dk (AAU Karriere)
S	Phone
Ū	+4540351161 (Mobile)
	Email
	nielsensmail@gmail.com
	IM
1	abni@adm.aau.dk (Skype)
曲	Birthday
	May 5
Show	less ^

0







Metaphor for you

• Find a picture that symbolizes your profession and/or personality

- Remember to be aware about copyright!
- Suggestions for sites
 - Unsplash.com
 - Canva.com
 - Pexels.com
- Adjust the format to LinkedIn (1584x396px):
 - https://www.onlineresizeimage.com/LinkedIn-background-photo-resizer/





Photo by Ian Robinson on Unsplash







Profile photo

• Who would you rather connect to? - and why?

- Tip: LinkedIn has a build in photo editor, especially useful on your phone or tablet.
- Tip: Try the site <u>https://www.photofeeler.com</u>.
 Here you can get other peoples first-hand impression on your profile photo.



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Headline

120 characters

(or more if you use the LinkedIn App – a little hack..)

A teaser for your profile
 – what do you want to be known for?

Showing 3	57,959 results	
	Mona Elsamahy • 2nd in Senior Manager, Talent Acquisition at LinkedIn Ireland Past: Manager, Talent Acquisition at LinkedIn	Follow
	Les Simon Malte Hansen is a shared connection	
	Jasmine Kaur • 3rd Senior Manager - LinkedIn Talent Solutions ^{Gurgaon, India}	Connect
	Current: Senior Manager - LinkedIn Talent Solutions at LinkedIn	
	Stewart Samkange in LinkedIn Talent Solutions - Africa @ LinkedIn Ireland	Connect
	Current: LinkedIn Talent Solutions Africa at LinkedIn	
	Simon Malte Hansen and Dave Ulrich are shared connections	
	Nancy Wang • 3rd GM, Head of LinkedIn Talent Solutions China Shanghai City, China Current: GM, LinkedIn Talent Solutions at LinkedIn	A Message
	Shireen S. • 3rd in Recruiting talent for LinkedIn! Singapore Current: Talent Acquisition Partner- SEA, Hong Kong and Japan at LinkedIn	Message
	Mark Lobosco • 3rd in VP, Talent Solutions at LinkedIn Austin, Texas Area Past: Senior Director, Talent Solutions at LinkedIn	Message
	Aishwarya Srinivasan • 3rd m Manager, Talent Aquisition at LinkedIn San Francisco Bay Area Past: Senior Technical Recruiter at LinkedIn	Message

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Headline - Clear vs. clever

Ideas for headlines

- A selection of skills
 - "Qualitative analysis, SPSS, SPAD, SAS"
- A selection of job titles, roles, job functions
 - "Analytic consultant, Evaluation, Research assistant"
- Your value proposition what do you offer? And to who?
 - "I help x to get more ..."
- Call-to-action a suggestion or a question
 - "Click here to..."; "Am I your next....?"
- A mix of the above
 - "Analytical consultant specialised in evaluation SPSS, SPAD, SAS"













Summary

- Visible 200-250 characters
- See more => total 2000 characters
- 40 word or more is recommended
- Unfold your story
 - What characterizes your profile?
 - What can you help me with? / what do you offer? (your "value proposition")
 - Why (in which situations) should I contact you?
- 2 first sentences should be making the viewer want to read more
- Should be easy read (use bullet points, headlines or similar)
- Include keywords not buzzwords
- Use examples. Tell about how YOU do it.



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You know this... People are Googling you. Your LinkedIn profile is your digital introduction and first impression with the world. If your LinkedIn profile doesn't showcase your skills and portray you as a polished professional, you are letting the ultimate opportunity just slip away.

Do you know what makes a LinkedIn profile stand out from the crowd?

Well, I do.

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As a LinkedIn Profile Writer & LinkedIn Profile Optimization Specialist, I craft engaging, targeted, & highly compelling LinkedIn Profiles that got you NOTICED & FOLIND for the right connectualities

Find inspiration here:

https://business.LinkedIn.com/talent-solutions/blog/LinkedIn-bestpractices/2016/7-LinkedIn-profile-summaries-that-we-love-andhow-to-boost-your-own#bruce

inkedin **Describe your education(s)**



Relevant education

- What is your education about? Don't' assume that people knows about your education
- What are your core competencies from this education?
- What type of problem are and tasks are your working with/studying?
- How does this education contribute to your "story"?







Skills and endorsements

Skills are automatically sorted into categories by LinkedIn:

- Industry knowledge Ø
- Tools and Technologies Ø
- Interpersonal skills Ø
- Language Ø
- **Other Skills** \mathbf{O} (skills that can't fit into the other categories)

Think about adding skills to as many categories as possible.

With at least 5 skills on your profile

you get **17x** more views



Industry Knowledge	
Change Management - 21	Project Management - 15
Management Consulting - 10	Entrepreneurship - 6
Consulting - 2	Knowledge Management
E-Learning	Human Resources (HR)
Recruiting	Strategic Human Resource Planning
Tools & Technologies	
Microsoft PowerPoint 🔁	
Interpersonal Skills	
Interpersonal Skills	Talent Management - 1
Leadership - 4	Job Coaching
Teaching - 26	University Teaching
Creative Problem Solving - 5	Leadership Development -4
Career Counselling	Creativity Skills 4
Volunteer Management - 2	Career Development - 1
Design Thinking	Collaborative Problem Solving
People Development	Staff Development
Training & Development	Employee Training
Interviewing	
Languages	
English - 12	
Other Skills (9)	
Business Insights	Coaching & Mentoring
Career Development Coaching - 6	Workshop Development
LinkedIn - 11	Career Development Learning - 2
Personal Branding	Organizational Learning - 14
Career Management Skills - 4	Networking - 7
Board Governance 1	Problem-based learning
L&D	Employee Learning & Development
Executive Leadership	HR Strategy



LinkedIn skill assessment

- Multiple-choice quiz about a certain skill
- You only have about 1 minutes to answer each question
- Skills that can be tested are mostly technical skills, software and programming languages
- You can get a badge for your skill if you pass
- Results are private unless you choose to share them
- If you fail a test no will know and you can retry after 3 months
- Skill assessments can help the algorithm to know about your skills and can help convince recruiters about the validity of your skillset



inkedin Add relevant projects



S-T-A-R-C

A tool to describe your experience more varied and sufficient

Beneath an example with 1. working experience and 2. if you are describing a theoretical project

- Situation
 - What was the context for solving the task?
 - 1. What situation was the organization in?
 - 2. Problem analysis and delamination

• Task

1. What task/problem were you given the responsibility for solve / did you choose to solve?

2. Problem statement

Action

1. What did you do exactly to solve the task?

- 2. Method(s)
- Result
 - 1. What results did your work create?
 - 2. Results and conclusion
- Competence
 - 1. What skills did you use or develop?
 - 2. Learning both specific but also the general aspects of what you learnt (exemplarity)

- Situation
 - Task
 - Action
 - Result
- Competence/learning

Project

S

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S

Α

Α

R

С

Saying one thing - but doing another. A philosophical study of organizational consciousness. [Master thesis] Jan 2016 – Jun 2016

Context and task:

Prior to the thesis, TDC had just rolled out a new strategy for the organization. A key element to the new strategy was the concept of customer centricity. My role was to examine the possible gap between what was communicated in the strategy and what was going on in reality in the organization.

Method:

Through empirical study's in TDC, I show that TDC as an organization suffers from the problem of saying one thing, but doing something else.

This is then explored through the works of Argyris and his concept of 'organizational traps'. From Argyris I learn that the way the organization talks and thinks about its customers could be what is creating traps and false consciousness. To provide a different way of approaching the customers Lévinas theory of ethics and Otherness is included as an alternative to the current systems thinking about customers in TDC. To provide a way for these two theories to be translated into the context of TDC, I use the model of translating organizational ideas between systems from Røvik, which is modified to better fit this thesis.

Results:

The thesis provides a number of suggestions on how the concepts above could be applied to the context of TDC. This brings me to the concepts of decentralized centralization; and with Lévinas, the concept of how you should let the customer leave traces of his being in the organization; and lastly the concept of defensive and inquiring listening

Keywords: applied philosophy, methodology, organizational change, idea translation, organizational metaphysics.

Your personal profile- summarized

- Get and 'all star' profile.
 - 'All star' profiles are ranked higher in the search results
- Make a personal URL to your profile
- Describe relevant experience, education, volunteer experience and how it's all relevant to others than yourself.
- Describe and add skills and get endorsements of the most important skills
- Think about your profile in a holistic way what impression du you want the reader to get and what would you like to remember about your profile and "story"
- Make sure it's clear in which cases you would like to be contacted and by whom
- Remember that you can add extra sections to your profile (like projects, publications, patents etc.)





TIP9: Find and follow relevant companies & professionals

Company pages

- Find relevant companies to your profession
- Follow
- Read the latest news
- Like and comment on posts
- Share articles and posts in your own network
- See the current members of the staff to get an idea about career paths







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Find employees in relevant companies

- Search for former and current employees
- Filter on location, education, network etc.
- Find and follow/connect to relevant profiles
- Stay informed and get inspired by career paths

Q Search		மே Home	A É My Network Jo	bs Messag	 ging Noti	A 🥊	Work 🗸	Learning
All people filters	Constituted		Leasting			Clear	Cancel	Apply
Connections 1st 2nd 3rd+	Connections of Add connection of		Add a country/r Denmark Sweden India United States Copenhagen Region, Denr	region s Area, Capital nark		Want to b search? Upgrade to unlock add Function an Reactive	better focus ya o a Sales or Hirii litional filters, in nd Years of Expa ate Premium	bur ng plan to cluding erience.
Current companies Add a current company Add a current company Tetra Pak Alfa Laval Aalborg Alfa Laval Copenhagen A/S GEA Group	Past companies Add a previous company Tetra Pak ABB Aalborg Industries Ericsson		Industries Add an industry Mechanical C Engineering Machinery Oil & Energy Information 1 Services Food & Beve	r Dr Industrial Fechnology & rages				
Profile language	Schools		Contact interests					
English Danish Swedish	Add a school The Faculty of Engineering at Lund University		 Probono con teering Joining a nor 	sulting and vol nprofit board	un-			



Relevant professionals

- Industry/business-profiles that you know are leading within your industry or field or knowledge
- Scientific-profiles that you know are leading within your industry or field or knowledge
- Authors of books and articles that you know are leading within your industry or field or knowledge
- Search LinkedIn for content on your industry or field or knowledge and follow interesting profiles that you stumble upon.



TIP10: Find alumni's with professional profiles similar to your own



LinkedIn Alumni

• Find alumni's from AAU who studied the same or a similar education as you, and see where they work and what they are doing.

• Direct link:

https://www.LinkedIn.com/school/aalborg-universitet/people/

• Alternatively:

- Seek for Aalborg University and find AAU's official school page
- Choose Alumni I the left column
- Find our guide on LinkedIn alumni here: <u>https://www.karriere.aau.dk/digitalAssets/583/583757_linkedin-alumneguide-en-f19.pdf</u>







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The illusion of the perfect profile/career

JOHANNES HAUSHOFER CV OF FAILURES

Most of what I try fails, but these failures are often invisible, while the successes are visible. I have noticed that this sometimes gives others the impression that most things work out for me. As a result, they are more likely to attribute their own failures to themselves, rather than the fact that the world is stochastic, applications are crapshoots, and selection committees and referees have bad days. This CV of Failures is an attempt to balance the record and provide some perspective.

This idea is not mine, but due to a wonderful article in Nature by Melanie I. Stefan, who is a Lecturer in the School of Biomedical Sciences at the University of Edinburgh. You can find her original article here, her website here, her publications here, and follow her on Twitter under @MelanielStefan.

I am also not the first academic to post their CV of failures. Earlier examples are here, here, and here.

This CV is unlikely to be complete – it was written from memory and probably omits a lot of stuff. So if it's shorter than yours, it's likely because you have better memory, or because you're better at trying things than me.

Degree programs I did not get into

- 2008 PhD Program in Economics, Stockholm School of Economics
- 2003 Graduate Course in Medicine, Cambridge University Graduate Course in Medicine, UCL PhD Program in Psychology, Harvard University PhD Program in Neuroscience and Psychology, Stanford University
- 1999 BA in International Relations, London School of Economics

Academic positions and fellowships I did not get

2014 Harvard Kennedy School Assistant Professorship UC Berkeley Agricultural and Resource Economics Assistant Professorship MIT Brain & Cognitive Sciences Assistant Professorship This list is restricted to institutions where I had campus visits; the list of places where I had first-round interviews but wasn't invited for a campus visit, and where I wasn't invited to interview in the first place, is much longer and I will write it up when I get a chance. The list also shrouds the fact that I didn't apply to most of the top economics departments (Harvard, MIT, Yale, Stanford, Princeton, Chicago, Berkeley, LSE) because one of my advisors felt they could not write a strong letter for them.

Awards and scholarships I did not get

- 2011 Swiss Network for International Studies PhD Award
- 2010 Society of Fellows, Harvard University Society in Science Scholarship University of Zurich Research Scholarship

- 2009 Human Frontiers Fellowship
- 2007 Mind-Brain-Behavior Award (Harvard University)
- 2006 Mind-Brain-Behavior Award (Harvard University)
- 2003 Fulbright Scholarship Haniel Scholarship (German National Merit Foundation)

Paper rejections from academic journals

- 2016 QJE, Experimental Economics
- 2015 AER x 2
- 2013 PNAS, Experimental Economics, Science, Neuron
- 2009 AER
- 2008 Science, Neuron, Nature Neuroscience, Journal of Neuroscience, Journal of Vision

Research funding I did not get

- 2016 MQ Mental Health Research Grant
- 2015 Russell Sage Research Grant (two separate ones)
- 2013 National Science Foundation Research Grant
- 2010 University of Zurich Research Grant Swiss National Science Foundation Research Grant
- 2009 Financial Innovation Grant International Labor Organization Research Grant 3ie Research Grant

Meta-Failures

2016 This darn CV of Failures has received way more attention than my entire body of academic work

2



Evaluating your strategy

- 1. LinkedIn Social Selling Index (activity and profile based) www.LinkedIn.com/sales/ssi
- 2. Who viewed your profile (activity based) Interact more to get more views <u>https://www.linkedin.com/me/profile-</u> <u>views/urn:li:wvmp:summary/</u>
- 3. Your weekly search stats (profile based) Work with you profile to be found more in searches <u>https://www.linkedin.com/me/search-appearances/</u>

Social Selling Dashboard André Bjørn Nielsen Learning and development (L&D), Strategy and Implementation, Coaching and Facilitation of meaningful processes Top 1% Industry SSI Rank

Social Selling Index – Today

Your Social Selling Index (SSI) measures how effective you are at establishing your professional brand, finding the right people, engaging with insights, and building relationships. It is updated daily. Learn more





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in Share

Top 1%

Network SSI Bank



My keywords

- Use <u>www.TagCrowd.com</u> to analyze your current profile
- Go to your profile
- Click 'Edit public profile and URL'
- Copy all text into tagcrowd
- Adjust the settings (language and so on)
- Put in unwanted word like conjunctions in the "don't show these word" section
- Visualize the result

aalborg (26) aau (25) activities (12) analysis (16) board (20) business (14) career (14) certified (15) communication (19) company (18) consultant (21) cooperation (21) courses (12) creative (15) danish (23) denmark (11) development (20) education (29) employability (18) facilitation (14) focus (16) initiator (14) Instructor (11) leadership (18) learning (40) lifeguards (12) linkedin (20) management (20) matcher (14) module (12) organization (28) Organizational (40) project (20) skill (14) strategy (24) students (17) study (18) training (13) universitet (16) university (11)

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What's next?

Follow AAU Career and AAU \mathbf{O}

- Facebook "AAU Karriere"
 - https://www.facebook.com/KarriereAAU/
- LinkedIn AAU Alumni Group \mathbf{O}
 - https://www.LinkedIn.com/groups/87352

Find other offers from AAU Career

- \mathbf{O} www.Careers.aau.dk
 - Events
 - Book a personal counselling Ø
 - ...and much more... \mathbf{O}

www.Jobbank.aau.dk/ \odot

AAU KARRIERE BORG UNIVERS ONLIN KARRIEREARRANGEMENTER EFTERÅR 2020

1

SEPTEMBER

16/9 IT MATCH EVENT afholdes af AAU Match

- 17/9 LINKEDIN ER DIN PROFIL KLAR TIL AT MØDE VIRKSOMHEDERNE?
- 23/9 KARRIEREMULIGHEDER I STYRELSER med AKA, Djøf, IDA, AAU Match og 10 styrelser
- 30/9 LINKEDIN HOW TO MAKE A PROFESSIONAL STUDENT PROFILE

OKTOBER

1/10 FORSTÅ JOBBET OG SÆT DIN VÆRDI I SPIL med AKA 2/10 STUDIEJOBSØGNING FRA A TIL Å 5/10 LINKEDIN - HOW TO FIND OPPORTUNITIES 8/10 KARRIEREMULIGHEDER INDEN FOR UNDERVISNING OG VEJLEDNING med DM og Magistrene 20/10 PRAKTIKSØGNING FRA A TIL Å 21/10 V HAT IS A GRADUATE PROGRAMME? med AKA, CA, Djøf, IDA og AAU Match 26/10 HVOR ER JOBBENE NU POST CORONA? med Djøf 29/10 GRADUATE PROGRAMME EVENT (for it og engineering) med AKA, CA, Djøf, IDA, AAU Match og virksomheder

NOVEMBER

- 4/11 GRADUATE PROGRAMME EVENT (for business) med AKA, CA, Djøf, IDA, AAU Match og virksomheder
- 5/11 DEN GODE GRUPPEEKSAMEN med DM og Magistrene
- 12/11 LEAD THE FUTURE med Above and Beyond
- 16/11 MINDFULNESS SKAB BALANCE OG MOTIVATION I DIN STUDIEHVERDAG med Djøf
- 18/11 KARRIEREMULIGHEDER INDEN FOR BÆREDYGTIGHED OG KLIMA med DM og Magistrene

TILMELD DIG PÅ KARRIERE.AAU.DK

bankdata netcompany oticon Juntal Castergorium SYSTEMATIC sophe centrica Orsted Tog Group

jde med en fagforening eller a-kass Arrangementerne er åbne for alle studerende på AAU - også dem

ONLINE CAREER EVENTS AUTUMN 2020

22 SEP	HOW TO FIND A STUDENT JOB IN AALBORG
29 SEP	HOW TO FIND A STUDENT JOB IN COPENHAGEN
30 SEP	LINKEDIN - HOW TO MAKE A PROFESSIONAL STUDENT PROFILE
5 ост	LINKEDIN – HOW TO FIND OPPORTUNITIES
20 ост	COMPETENCE CLARIFICATION WORKSHOP
21 ост	WHAT IS A GRADUATE PROGRAMME?
29 ост	GRADUATE PROGRAMME EVENT 2020 (IT AND ENGINEERING)
3 Nov	HOW TO MAKE A GOOD CV AND APPLICATION
4 NOV	GRADUATE PROGRAMME EVENT 2020 (BUSINESS)
9 NOV	HOW TO APPLY FOR AN INTERNSHIP IN DENMARK

READ MORE AND SIGN UP AT CAREERS.AAU.DK

