<table>
<thead>
<tr>
<th>US Employer Expectations</th>
<th>Conflicting Values of Another Country</th>
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| **Self-Promotion**                                           | ➢ Assertiveness  
➢ Confidence in openly discussing goals and accomplishments  
➢ Follow-up with employers (telephone inquiries about status of application, thank-you notes)  
➢ Appropriate dress                                                                 |
|                                                             | ➢ Unless presented as part of group activity, citing accomplishments and skills is viewed as boastful  
➢ Asking employer directly about status of application is rude |
| **Directness in Communication**                              | ➢ Open and direct response to questions  
➢ Eye contact with interviewer and relaxed posture                                                  |
|                                                             | ➢ Eye contact, especially with persons of higher status is disrespectful  
➢ Appearance of criticism must be avoided                                                          |
| **Self-Disclosure**                                          | ➢ Personal descriptions of experiences, hobbies, strengths, weaknesses  
➢ Answers to questions related to personality (leadership style, problem solving abilities)       |
|                                                             | ➢ Personal questions about likes and dislikes are discussed only with close friends                |
| **Career Self-Awareness**                                   | ➢ Demonstrating knowledge of self, career goals, and how they relate to the job  
➢ Discussion of long-term career plans                                                                 |
|                                                             | ➢ Questions about role in a company indicate potential disloyalty -- company assigns work responsibilities  
➢ Individual must be flexible to accept whatever job becomes available                                |
| **Individual Responsibility in Finding Employment**          | ➢ Networking  
➢ Use of wide variety of resources for identifying jobs (career services, academic mentors, friends, family contacts, associations) |
|                                                             | ➢ Jobs are found through government or family  
➢ Dependency relationships in job search are fostered                                                  |
| **Informality in Interview Process**                         | ➢ Congenial interviewing environment that encourages openness, some joking, exchange information    |
|                                                             | ➢ Sitting with person of higher status requires deference. The job applicant is very polite and does not ask questions or provide information that may indicate lack of respect to the interviewers  
➢ Hand shaking, touching, using first name, crossing legs, etc., are inappropriate                    |
| **Effective Letters of Application and Resumes**             | ➢ One page, error-free, concise and attractive outline of relevant job experiences, skills, accomplishments, and academic credentials |
|                                                             | ➢ Resumes are a detailed chronology of academic and formal work experience and not a tool for self-promotion |
| **Preparation and Organization**                             | ➢ Obtain as much information as possible about job and organization before interview  
➢ Demonstrate awareness of organization in letter of application and during interview              |
|                                                             | ➢ Research about organization may indicate excessive and undesirable initiative or independence       |