

EPISODE 3 - Getting Your Internship

Buffy: This is Starting Somewhere - a ten episode podcast from the University of Melbourne all about internships - finding one, landing it, and making the most of the experience.
I'm Buffy Gorrilla, I've only got one job through an application, all the others have been networking...and now I'm host of this podcast.

Ben: And I'm Ben Pawson, I applied to be a flight attendant, but forgot to include a picture...and now somehow I'm co-host of this podcast.

Buffy: So, we're clearly the best people to help you start somewhere

Welcome to episode three - getting your internship. In episode 2 we gave you some ideas on how to figure out who you want to target for an internship. Now we turn our laser-like focus to the application process, how to help you stand out, and maybe deal with some rejection.

Ben: Our starting point is that you've got your five internships descriptions, and applications are due soon, but not too soon, because you've planned ahead. So what is the process going to look like? Rem Tzambazis tells us what it looks like at NAB.

Rem Tzambazis: There's a four stage process, the first part is a short online application form, followed by some online testing, then a video interview, and if you're successful for all of those stages then a structured face to face interview.

Buffy: NAB's probably at the formal end of the application and interview spectrum. At the informal end of the spectrum: registering for the Intern Subject, my preferred method! But sometimes it could just be a chat and a handshake. Most will be somewhere in the middle, application form, acceptance, awkward first day, and we'll be going over your first day cheat sheet in the next episode. Then more or less success - hopefully more if Ben and I have anything to do with it.
And that video interview Rem mentioned? We help you light the way later. First, let's dive into the application form!

Ben: I like to look at my CV as the skeleton of every application form. I've done a visual CV, a one pager, a three pager, and I have a database of all the competency responses I've ever done. But I've applied for a lot of jobs, and changing careers made it necessary to do that. Moving cities too. So where do start if you have none of that? Here's what Hamish Taylor, masters student and intern at the Herald Sun thinks

Hamish Taylor: As a young person you're constantly doubting your own capabilities because you've been a student pretty much all your life, and you put yourself out there and cold emailing in a weird way is a really intimidating experience and it can really knock you back when you get rejected like 10 times. But my advice would just to be to stick to it, and really think about what you can actually bring. Because I've been told by a lot of people who I've worked with is that youthful energy and ideas that come from young people are really undervalued, and so don't perceive your lack of experience or your age as a set back. Often times it's a massive asset to be young and to have fresh ideas and - particularly in old organisations like News Corp and Fairfax, they're really looking for young energy.

Buffy: If you have nothing but youthful energy on your side, how do you translate that into a stellar application? Warren Frehse, Senior Advisor in the Experiential Learning and Employability area of the University of Melbourne knows what employers are after.

Warren Frehse: They are looking for experiences, and we do have a whole week here at Melbourne called Make Experience Matter, which really focuses on that particular issue. So, we do stress the importance of getting involved in the student clubs, getting involved in some volunteer work, no matter how menial the work might seem - because some international students particularly find that they don't want to tell their parents they're working in a convenience store, because they're sweeping up things and cleaning toilets and doing things that they don't want them to know about but the experience of that is just tremendous. I mean, the fact that they can be punctual and they can keep a store clean and juggle a number of tasks like filling up the petrol tanks and changing the price on there, at the same time serving a customer, they're multitasking, they're dealing with customer service issues. So, those skills are very transferrable. So, I would encourage students to not so much worry about the status of the role that you're doing right now, the skills are very, very applicable to graduate employment.

Buffy: Mary Trumble, a client solutions manager from LinkedIn, agrees and gives us some more tips on setting up your LinkedIn profile, a public CV that should grow as you do.

Mary Trumble: First of all I think the best thing you can do is actually just have a look around. So if any of your friends or your peers have a profile, just start with that because it can be overwhelming. It's a very native process when you set it up in the sense that LinkedIn will prompt you along the way, but the hardest part is getting the wording and the language right. So, have a look at what other

people have done as a bit of inspiration. You want to start with a really professional photo because first impressions count. So, having a photo first of all just increases sort of the engagement from people who are looking tenfold, but you don't want it to be that Snapchat filter or Instagram selfie. So start with a professional photo. And then you want to go through and add any work experience you've had and be really detailed about it. So, you know even if you were a checkout chick, what did you have to do? Did you have to manage stock at one stage? Did you have to restock shelves? All these things employees look at it from a holistic view not at the actual skill level. So, was she able to problem solve and rapidly respond?

Buffy: I was, Mary, I was! I always had a side hustle and those skills did transfer and helped me land one of my first jobs.

Ben: And I remember responding to one early application for a job with a scenario from Boy Scouts, where I was a leader, for a while.

Buffy: So awesome.

Ben: But you can go overboard.

Ben: Your application. Did you do anything jazzy? Or was it straight down the line?

Michelle: Straight down the line. Accidentally did a five page, double paged CV, which I soon realised during the summer was not what you're supposed to do. Put all my volunteer work there, half of that they put like, they don't really need to know this, but we'll put it in anyways. When I actually went to my interview, I did this new like one page cover letter, put on my marketing and social media coordinating kind of volunteer work that I've done, so that was a one page summary of what they actually wanted to know about me.

Buffy: Michelle Lau's one-pager sounds more digestible. As someone who once had to help short list candidates - think about what the HR team needs. This can be a way to earn some extra points. We didn't have an algorithm to help. Which is now something recruiters can do. Shortlist at the touch of a button, using smart algorithms to screen candidates. This scares me a little.

Ben: But I for one welcome our robot overlords. Here's Warren Frehse again with a few ideas for humans, and how they can do their application forms. Warren's tips can be applied to both internship applications as well as real job applications

Warren: We do stress that it's important to understand what the organisation wants, in terms of the selection process. So, we really encourage them to read the job ad and if they're stating they only want 300 words per criteria, that you actually stick to that limit. Don't go over because they won't like it. But another organisation may not care, so again it's really understanding what the

requirements are for that particular role. So the resume and cover letter is fine standalone but they really don't mean a lot until they're matched to a job or a job ad. So, what we'll say to them is, "You've got it about 80, 85% right but there's still another 15% or so that needs to match and align to the requirements of the graduate role that you're applying for." So, we really do stress that the alignment is important because the employers and the recruiters are only looking pretty much at the immediate job fit. Of course, they're looking at potential as well but utmost in their mind is making sure the graduate can do the role that's on offer.

Buffy: Lauren Berger, CEO and Founder of The Intern Queen seconds this, so we pretty much consider it gospel:

Lauren Berger: Yeah, I think my top three tips are, you know, one, follow the directions on the application. As silly as that sounds, make sure you're sending them everything they're asking you to send. I think two, is try to connect with someone on LinkedIn that works at that company, or several people. You know, just let them know that you're applying for that internship. You'd love to connect with them, if there's anything that they can do to help, that'd be great. If you can find people on LinkedIn that are graduates from your school so they're alumni, I think that's fantastic. And then my third my piece of advice is, well, a couple of things. You know, one is make sure that you're applying for enough things. Don't put all of your eggs in one basket. I don't care if your father is best friends with the CEO of a company, you never know why people make certain decisions, so make sure that you're applying for enough opportunities so that you'll actually land something. Finally, you know, make sure you have the latest and greatest advice. I think that out of everything we offer, our YouTube channel would probably be the most helpful. So make sure you're taking advantage of that and then any other free resources around you, like your career centre.

Buffy: And now we come to the numbers game. Someone I admire greatly, once told me, 100 applications, ten interviews, one job. We now have another opinion, courtesy of the Intern Queen - and remember this is US. That's the United States-

Ben: -Of America.

Lauren Berger: I would say, you know, I usually say ten to twenty, especially for summer when it gets really competitive and then if two weeks go by and you haven't heard from anybody, then I would apply to ten more.

Buffy: And just keep on applying.

Lauren: Keep on going. I will say, I applied for one summer, when I went to New York, I applied for 117 internships. It took me until try 118 to land something. You know, I would just say to someone like, "If you knew that you would get an internship, as long as you continued applying, wouldn't you continue to apply?" So keep going and you will land something.

Buffy: What was that internship that you landed? What was one-one-eight?

Lauren: That was Backstage, which is a theatre trade publication out of New York City. They publish like Broadway reviews and actor's auditions.

Ben: Writing 118 applications sounds like a full time job in itself, which is probably not a bad way of looking at it, for a short while you are the sales and marketing manager of You, Incorporated.

Buffy: And with 117 No-Thank-You's, Lauren Berger could probably give us some tips about handling rejection. But luckily we have psychologist Neil Wilson who will help us out later in this episode.

Ben: With so many people doing internships, you have to find a way to grab the hiring manager's attention. Here's Charis Palmer, who recruits interns for The Conversation.

Charis Palmer: Don't be afraid to inject your personality into your application. So, the base level skills are pretty similar, and we're looking at hundreds of applications that are pretty much the same. The thing that helps people to stand out a little bit I think is to inject a bit of personality. For example, one of our most fun and successful interns was someone who had put on his application: Hi, my name is Fred. I've in the last 12 months travelled to 27 countries and I think that makes me a good candidate because I've seen so much of the world. Now, you can say great. You obviously had the advantage that you could afford to do that. At the same time, there was a real sense of this is why that's useful to you. Don't be afraid to inject a bit of your personal life into it because that is the kind of thing that tends to set people apart on their applications when everyone has the same skill base.

Buffy: As Leslie Knope says: "you are a rainbow infused space unicorn," and you just need to find what it is that can make you stand out, but not seem weird, unless you're applying for a position where that might be an advantage. In that case let your difference show! For most of us it's hard, and something your super honest friends can really help with.

Ben: Good luck with the applications. Ask people to read them, don't rely on spell checkers, and do your research so you know what you are getting yourself into.

Even in if you take the corporate road, like some people that Tess, a law student, knows...

Tess: Of those friends of mine who've gone through the corporate internship process, their experience of it has been highly positive. I think for those who have applied because they think they should because they don't know what they want it's often those people who don't enjoy the experience as much and I think, if it's a case where all your friends at uni are all applying for the same grad job or the same internship that can be stressful but I think those who've sort of stuck to their own path and done it their own way without too much competition and comparison has been the most beneficial to the relationship I think.

Buffy: No matter where your application lands, waiting to hear if you have made the shortlist is excruciating. While you're waiting, maybe consider some preparation for your upcoming interviews - or you can sit around watching Netflix until you hear and then panic - that's always been my personal strategy!

Ben: But once you do receive the 'good news' - how can you ensure you are interview ready?

Buffy: Especially when you have such a short time to make a winning first impression. Research by US company Classes & Careers found a third of all hiring managers make up their minds about a candidate within the first 90 seconds of an interview. That is 6 InstaStory videos.

Ben: Most advice on what not to do is intuitive: don't be late; don't be negative about yourself, or your previous employers, and don't dress inappropriately. Never be afraid to be the best dressed person in the room, like Anders Furze.

Buffy: Do you remember what you wore to your interview?

Anders Furze: I do. I wore pants. I went out and bought a blue checkered shirt from Myer. Did I wear a tie? I think I did. Tie as well. So, it was pants, shirt, tie, no jacket.

Buffy: Very dapper.

Anders: Yes, thank you. It was the smartest I've ever looked, I can tell you.

Buffy: But what happens once you're sitting in front of your interview panel? Here's Natasha Tan, a development associate at the University of Melbourne who interviewed for a prestigious internship/traineeship with CASE, an international education foundation.

Natasha Tan: I had three interviews, and they all lasted about an hour I might say.

Buffy: That's very intense.

Natasha: Yeah. It was quite intense. But you know when you're at that point when you're looking for a job you're just very focused on just selling yourself in a sense.

Buffy: How do you sell yourself?

Natasha: For me I've always believed in my abilities, and my experiences. I always think of my time at the university as very important in networking, getting to know the place that I'm at, and I'm getting to know people. So, I was always able to exchange information, and always able to talk to people. I found that an interview was the same. It was all about sharing the information, and the experiences that I've had. At that point when you're at the interview they would have already looked at your resume. They know what you're capable of. They know the things that you've gone through, but you were there very much to tell them a lot more about your personality, and who you are. They want to see if they're comfortable enough having someone like that in an office working with someone like this in a office.

Buffy: You'll really have to sell yourself if you choose to intern at one of the big four management consulting companies. Grace Chen, a business undergrad, went through the interview process - sorry - assessment centre with EY.

Do you remember any of those questions that really stood out to you as, like, "Oh, that's interesting?"

Grace Chen: With EY, especially, they're very onto better questions. Generally, it's questions that they can ask to prompt thinking. For example, who will drive cars in the future when technology will be doing it, instead of us? They asked me that during the interview. I didn't really expect it because I've never really encountered a question like that, so I have to really think on the spot. You just have to be very aware of the industry that you're going into. They do quite a lot of promptings on what department you think you want to be in, why you want to be in there, any current news that you know of, the current situation in the industry.

Buffy: She lived to tell the tale, but had some regrets.

What were some of those thoughts that you had after you left the assessment centre?

Grace: Honestly, I was just like, "Oh, I could have answered the questions this way, this way," which is a terrible thing. You should never do that. But I couldn't stop thinking...

Buffy: We all do that, Grace. Don't worry.

Grace: It was just like, "Oh, I forgot to talk about this." But then, I also thought about how I actually really enjoyed meeting all the different people, part of the team.

Everyone who was at the assessment centre were also very, very nice, both the candidates and the people who are interviewing you, and I was thinking that if I did get an offer, I would 100% accept it.

Buff: Not only did Grace Chen get the EY internship - she went on to secure a full-time position. A bit of post game analysis will only make you better next time.

Ben: We also heard from some people on the other end of the interview spectrum, more of the 'it's who you know' variety, much like the kinds I have benefitted from. Annabel Finkelstein is interning for \$100 a day with Stake, an Australian FinTech startup that uses a lot of interns, but pays them, and gives them the chance to help the business grow.

Annabel: I was actually quite lucky, I knew some of the people who were working here, and I spoke to them and called them up, and they told me about what Stake does and I was really interested in that. I came in and spoke to Matthew and he gave me an interview and I've loved it ever since. I started here in August and have interned over the holidays as well, and absolutely loved it and have seen the company grow even in that small time frame.

Buff: And if using your connections is something you can do then use them. But if your top five internships are all at the formal end of the spectrum - you need to be prepared to devote time to preparing those applications. This is what Kate Mellot at ANZ found.

kate Mellot: So the processes for all of the applications I made were very lengthy. You have a lot of tests to do and then an assessment centre. Some of them had video interviews, as well. I found it quite intense, or draining a little bit, especially if you're applying for three or more.

Ben: So did you have to do a video interview?

Kate: Not for ANZ, but for one of the other internships I applied for, yes.

Ben: And was there stage lighting, makeup and a full prop involved, or...?

Kate: Oh, yeah. I went all out. I set my laptop up, had to find some good lighting and, yeah, just went through the process. The one I did, they ask you the question and you can re-record as many times as you want, so it wasn't too much of a pressure situation.

Buff: So I need a Hollywood movie set to prepare my internship application video, or it will just look like a cheap MTV video?

Ben: Does anyone watch MTV anymore?

Buffy: I don't think so...

Ben: We tracked down former intern Lep Beljac, who's now the social media coordinator here at the University of Melbourne. Here's what you need:

Lep Beljac: Your equipment checklist, you're probably going to need a laptop. They will usually have an inbuilt mic, so you should be fine. Most laptops these days have got everything you need. They don't perform well in low light, so you're going to want to get some good lighting. I would suggest natural light. Sit near a window, and get that natural light lighting up your beautiful face. Also in terms of framing, I would suggest kind of lifting the laptop up a little bit. Otherwise you're going to be looking down. They're just going to be looking up your nose. You don't want that, bring it to eye level. You definitely want to have sort of your head and shoulders in the shot. The top of your head, don't cut the top of your head off, and don't crop it at your neck. Have it a comfortable distance away from you, and yet raise it up a little bit. And be yourself.

Buffy: And pay attention to what's in the background, you don't need a wall of law books, but no one wants to see your laundry.

Ben: I guess that's the point, it's not just you on paper anymore, it's you as you present yourself to the world, through all of the new tools we use these days.

Buffy: There's less ways to hide, but we can show more of who we really are, so we need to make sure we think about how we look from all sides.

Ben: Michelle Lau is doing an Intern Diary for us, and she's a good example of how to create a personal brand to answer the questions interviewers will have before they even meet a candidate.

Michelle Lau: So that's what my Instagram is, it's very like bloggy and I've also recently started like a little YouTube channel and a blogging site, so all of that to really promote myself and get in contact with a lot of other people.

Ben: So, if somebody that you've shown an interest in shows an interest back, they can find stuff, they can see who you are.

Michelle: Exactly.

Ben: Maybe answer those difficult questions about who is this Michelle person, and what's she like? Yeah.

Michelle: Exactly. So without a cover letter, I can kind of really show myself already, like visually.

Buff: With great freedom comes great responsibility. Living a 360 degree life means more ways for you to show your strengths, but for employers to find your weaknesses. Employers are becoming experts at spotting fake CVs and false credentials. Be prepared for recruiters and HR teams to cross-check your CV with your LinkedIn profile - it's crucial the details on your CV and your online profile are synced – because if they aren't, you'll appear untrustworthy. Which means ego surfing might become something we should do regularly.

Ben: What's that?

Buff: Googling yourself and worrying about the results.

Ben: Oh. yeah I've done that. I'm haunted by another Ben Pawson in London, who was an undergrad and who describes himself as 'kind of a big deal'...eugh.

Buff: That's a good one. Mine usually turns up me - but with pictures of Gorillas and the occasional Buffy The Vampire Slayer link.

Ben: Which is not a terrible brand to be associated with...

Warren Frehse: Well, in a way, the way you portray yourself as a professional branding is so important about getting that right so that the employer says, "I'd like to have more of that." It's important to probably get the headline right in any social media. The other thing is I should mention it, probably now's a good time, is digital dirt.

Buff: I kind of wanted to ask you questions about digital dirt. Have you heard this phrase before?

Lep: No. What's digital dirt? It sounds good.

Buff: So we have heard this phrase digital dirt, and that is that digital footprint of ourselves may be up to shenanigans, may be up to some good things in our Facebook, Twitter, Instagram profiles that employers might mine when they Google future employees. What would you advise to someone about their digital dirt? Get rid of it all? Keep a little bit?

Lep: Look at your privacy settings, particularly on Facebook, because they can be quite confusing. Maybe log out of Facebook and have a look at what your Facebook looks like to someone that's not connected to you. What can they see? There might be stuff that you didn't know was public. I would suggest Googling yourself, seeing what dirt is out there, and if there is dirt clean it up. Just be mindful of what you put out there, because once it's out there it's out there forever. You can not delete it. You can delete it, but someone might have a copy. Everything that you put out there imagine that a future employer could see it. Just think of it in that way, and make sure you check your privacy settings.

- Buffy: I feel like I need to go back and revisit my digital dirt. Buffy Gorrilla, my Instagram and Twitter is all my name. But your Twitter is your name?
- Lep: My Twitter is my name, and everything that I post there I'm very careful about. So I don't go on any crazy rants, I don't...for example, I wouldn't rant about someone that's connected to my employer. Even though I might get upset about something, I would never put that on any social network, ever. Don't do it. It's not a good idea.
- Ben: Is there any way digital dirt can be a good thing? What if we see it as a digital fingerprint unique to us?
- Anders:———My approach to this, really, is I'm gonna embrace the fact that I'm on social media. So, I don't hide who I am at all, and I think who I am actually - and I know this is advice and is not applicable to everybody - feeds into my work, so I
- Buffy: Your personal brand.
- The Anders Furze brand - journalist and writer - with 1,555 twitter followers which will no doubt explode with this involvement in this podcast!
- Anders: Yeah, exactly. I don't go around going, "Oh God, what's my personal brand? How am I going to massage my online presence?" I'd be lying if I said I didn't, but I don't worry too much about that because employers are employing me, the human being. I'm not just a bunch of skills. I'm a bunch of skills that coalesce into a person, and so I put it all out there. I put my Twitter account on my résumé, again, this is probably because I'm applying for jobs that need you to show that you know what this is, but I don't see why it doesn't apply to other industries as well - if you're comfortable with employers seeing that stuff. I am, because I realised early on I just want to be authentic. I want to be me. If you don't like who I am, then you're probably not the employer for me.
- Ben: And if you do find some dirt that you definitely want to get rid of, cleaning it up may not be as easy as you imagine. Your own posts can be gotten rid of in bulk by tools like TweetDelete.com or Social Book Post Manager, both apps, that the New York Times says do work, but take some time get right. They recommend using the app TimeHop to randomly show posts from your past and see if you want to delete them, a kind of nostalgic way of policing your own past.
- Buffy: It's the stuff other people post about you that is really hard to get rid of, but it's just as public.
For all the scare stories about some Facebook post getting someone fired, finally here's some good news - employers want you for more than just your grades. They want you for your best whole self - Oprah would be so proud.

Warren Frehse: There is a bit of a trend happening now where employers are not looking at grades to the same extent as they used to, say, even three years ago. They're now looking for that broader experience, so they don't want someone who's just been in the library the whole time and spoken to nobody. They want people that can go out there, make connections, be comfortable in talking to people of all different cultures, be assertive in some ways and to put their point of view across. Now, working in a university, having said that, I stress-

Buffy: Like, "Warning alert. Warning alert."

Warren: I stress it's important to get good grades, because obviously good grades tell an employer that they're disciplined enough as well. Behind the grade, there's a quality that they exhibit as well, but it's that balance. I think that getting that balance right is really important.

Buffy: It's true - NAB has changed it's graduate recruitment entry criteria to allow a more rounded cohort of applicants to apply. From their 2019 graduate program, NAB no longer requires graduates to have a minimum grade point average (GPA) of 65 percent or above. Here's Rem Tzambasis again...

Buffy: With this GPA change, do you foresee that your work is going to get harder now that you will have to assess students in a different way than without that barometer?

Rem Tzambasis: I don't think so. I think what we will see, rather than the work getting harder, is possibly a greater volume of applications, or interest in the programme and that's okay because for me personally, and my team in looking to hire the very best for a graduate programme, if we can get more and more applications from interested people, then it gives us a chance to put them through the exact same assessments as everyone else, and hopefully of that larger set, or larger volume of applicants pick the very best.

Ben: Even if you find a really promising internship

Buffy: As Warren said

Ben: Submit a great application

Buffy: Like the Intern Queen talked about

Ben: That perfectly matches your LinkedIn profile

Buffy: That Mary helped us set up

Ben: And you turn up punctually, dressed great-

Buffy: Like Anders

Ben: And make a good first impression in under 90 seconds, really sell yourself

Buff: Like Natasha Tan did

Ben: And make your panel super comfortable, you won't everything you go for. I'm sorry. That rejection hurts.

Buff: As my mum always says: their loss, which is supportive but not always helpful (sorry mum!). I applied for a fellowship with NPR and while I knew it was a bit of a career reach, I thought - why not. But the rejection came last week - and so did the tears.

Ben: While it's unlikely that an unconscious bias doomed white, middle class Buff to not get that great fellowship, it happens. But things are changing.

Buff: The use of blind recruitment is increasing. Here in Australia, Westpac, the Victorian Government, and the Australian Bureau of Statistics (ABS) have all been using it. In this process, names, gender and other identifying details on an application are withheld from interviewers. Hopefully levelling the playing field. In the US, EY requests education details be blanked out to attract a wider talent pool from government schools.

Ben: But some professions are judged on how you look, or how your voice sounds. These people often are chasing their dreams and rejection is an everyday occurrence. Gigi Bacon is in year 12 and considering an internship.

Gigi Bacon: My dream job would be obviously working in theatre, like either in music theatre or theatre-theatre, or film, just performing because it brings me so much joy and I feel really happy about myself when I am performing, but it's getting to that point that's pretty awful, the road of just knock-back after knock-back and people telling you you're not good enough and doubting yourself. I think especially in that industry, it's really hard because it's so personal, especially when you do an audition, and it's so hard if you don't have that voice to feel like you're valued, because you're just not fitting into that box of musical theatre. I just don't fit into that conventional kind of box.

Buff: Each time you get a rejection you can't help but question your self-worth, and our dumb lizard brains are terrible at managing that. Fortunately we have a professional to help us out.

Neil Wilson: G'day. My name's Neil Wilson. I'm a clinical psychologist and counsellor, working at Counselling and Psychological Services at University of Melbourne, offering services to students and staff for any psychological issues that they

might be going through. When we're starting out in anything new, we always start with that burst of positivity, and biologically it floods our brain with dopamine, which is a motivating chemical, but we need the environment and reality to back us up every now and again if we want to keep access to that nice chemical in our brain. But when we get constant rejections, it starts to eat away at that, and it affects our self esteem, we start to feel a bit more anxious. And if we're feeling anxious, our brain starts to figure out reasons why not to do something rather than to actually do something. Talking to other people about what their experiences have been, like people already in the industry, like "did this happen to you?" and I would imagine that most people will nod their head knowingly, and go "geez, yeah, that was terrible, I ended up thinking this, this, and this".

Buffy: Everyone we've talked to has received rejections. You will too. Sarah was open about the career disappointments, but don't worry, things did turn around for Sarah and she has a solid plan for the future. Go Sarah!

Sarah Wilson: I submitted my application fairly close to the closing date, so I think I may have had a better chance if I'd gotten in earlier. But, it was disappointing to get knock back from that. I did hear about a particular research project, that I was really interested in. So, I thought, "oh, I may as well submit an application." Again, it was a bit last minute, I didn't get in. Again, I might have had a better chance if I'd submitted it earlier, but I guess I'll never know.

Ben: So when it happens, and it will, what can you actually do? Neil Wilson again.

Neil: If there's no one else around, and they have to do it themselves, the best equaliser that I'm aware of is to get as much oxygen into your brain as possible. It's pretty basic in some ways, like breathing out longer than you're breathing in for an extended period of time. The brain also needs glucose, so you need food. But these are things that people forget, especially if they're doing it by themselves. One of the easier methods is to check in with a supportive human being. They're really good because they also remind us to breathe and eat food, and go to bed and maybe get us out of our own head a little bit. That's really, really important. That's what support people are really great at, because they kind of give you that little clip and go no, no, come on. But if it's just you doing it, sometimes it runs away with itself a little bit. One of the real dangers I think that interns fall into with rejection is to become quite isolative, and push themselves away from people that can help them out, because we all have to deal with rejection. And sometimes we're stuck in our own head, because a lot of this work has to be done alone, sometimes our head gets negative, and we need someone else to pull us out of that, which can be a counsellor but can also just be someone we know, to say "look, yeah, this is really terrible at the moment, but we need to keep trying".

Buffy:

Well, that was a packed episode - highs, lows and highs! Speaking of highs - Ben and I would love to hear how your internship search or application process is going. You can contact us at starting-somewhere@unimelb.com.au

In the next episode we take you through DAY ONE - what to wear, what to bring and how to deal with the nerves of actually Starting Somewhere! Starting Somewhere is brought to you by the University of Melbourne External Relations team. The producers and editors are Buffy Gorrilla and Ben Pawson. Our supervising producer and original concept is from Dr Andi Horvath. Thanks to everyone who has made Starting Somewhere a reality. Stay tuned for future episodes.