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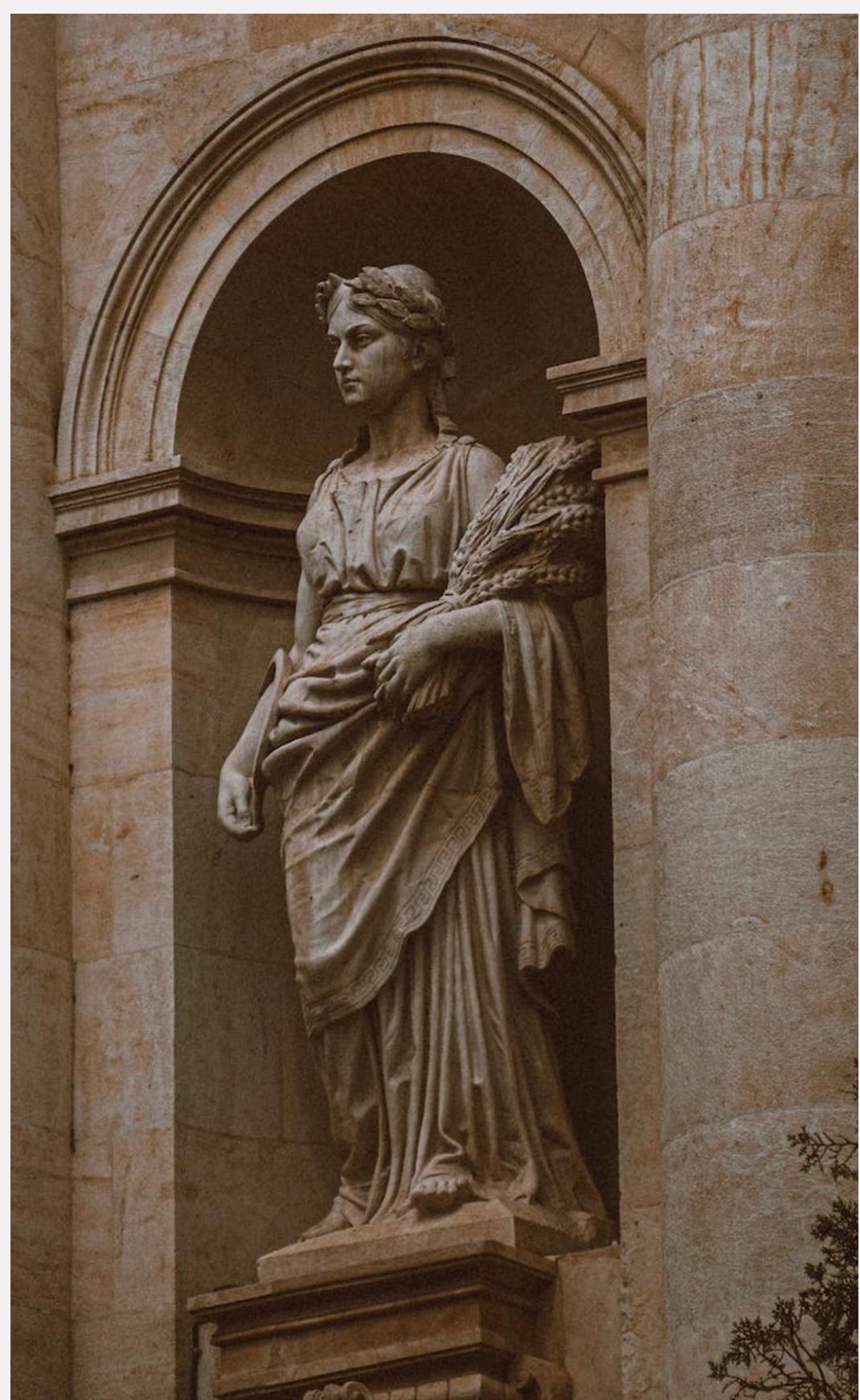
THE WORKING WORLD

A Graduate's Guide to Thriving, Not Just Surviving in the Modern Workplace

Welcome to the land of dreams and discoveries.

Veissman Group offers services that includes business, finance, sales, marketing consultancy and analytics, entrepreneurship programs, startup company funding, business planning, business brand building as well as upscaling and upskilling programs related to business.

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Introduction

If you're holding this guide, you're likely standing at a crossroads, staring into the professional world with a mix of excitement and, let's be honest, a healthy dose of fear. That's completely normal. The leap from campus to career is one of the biggest you'll ever make, and the world of work you're entering is more complex than ever. This guide isn't just about what to do; it's about building the courage to do it. It's your personal roadmap to turn that uncertainty into confidence, that anxiety into action, and to not just survive your first year, but to truly thrive.

This guide was created to bridge the "readiness gap" between academia and the modern workplace. Universities provide deep subject matter expertise, but often fall short in preparing students for the cultural, social, and practical realities of professional life. This leaves talented graduates feeling anxious and unprepared.

Today's graduates are seeking more than just a paycheck. They require:
- Financial & Practical Stability: A living wage, clear career progression, and robust benefits are paramount in an era of inflation and student debt.
- Professional & Developmental Growth: A first job is seen as a "skills accelerator." Graduates crave mentorship, training, and opportunities to build a tangible portfolio of skills.
- Psychological & Well-being Support: Mental health support, psychological safety, and clear communication are non-negotiable. Burnout is a real and present danger that must be actively managed.
- Cultural & Values Alignment: Graduates want to see that their work has a purpose and that their employer is genuinely committed to diversity, equity, inclusion, and work-life integration.

- **Empathetic & Competent Leadership:** There is low tolerance for poor management. Graduates thrive under leaders who act as coaches, not micromanagers, and who foster a sense of community.

This program, "The Working World," is designed to equip you with the mindset, skills, and strategies to navigate these challenges and build the career you deserve.

How to Use This Guide

This e-book is structured as a 6-module training program. You can approach it in several ways:

- **Linear Progression:** Work through the modules from 1 to 6 for a comprehensive, foundational education. This is the recommended path for a new graduate starting their first role.
- **Targeted Learning:** Use the Table of Contents to jump to the module or chapter that addresses your most pressing fear. Struggling with meetings? Head to Module 2. Feeling like an imposter? Module 5 is for you.
- **As a Reference Manual:** Keep this guide handy. When you encounter a new challenge—like preparing for a performance review or navigating a difficult conversation—refer to the relevant section for scripts, templates, and frameworks.

Each module contains explanations, practical exercises, and resource lists. To get the most out of this guide, don't just read it—do the work. Complete the exercises, reflect on the questions, and apply the strategies in your daily professional life. The goal is not just to acquire knowledge, but to build
new habits and skills that foster courage.

MODULE 1: Professional Foundation & Mindset Shift

Your first and most powerful tool is your mindset. This module is about building the inner foundation of confidence you need to walk through the door on day one. We'll tackle the psychological leap from student to professional, helping you trade academic habits for career-building ones and forge a professional identity you can be proud of.

Chapter 1.1: From Student to Professional: Navigating the Great Unknown

The transition from campus to corporate life is more than just a change of scenery; it's a profound psychological adjustment. Understanding the key differences is the first step to navigating it successfully and with less fear.

The 7 Key Differences: Student vs. Professional

1. Goal: In school, the goal is to learn and get a good grade. At work, the goal is to contribute and add value to the organization.
2. Structure: Academia has a clear, cyclical structure (semesters, exams). The workplace is often ambiguous, with overlapping projects and shifting priorities.
3. Feedback: Student feedback is frequent, structured, and summative (grades). Professional feedback can be infrequent, informal, and must often be actively sought.
4. Guidance: Professors provide detailed syllabi and instructions. Managers provide objectives and expect you to figure out the "how".
5. Collaboration: Academic group projects are often about dividing work. Professional collaboration is about integrating diverse skills to achieve a shared outcome.
6. Pace: The academic pace is a sprint-and-rest cycle. The professional pace is a marathon that requires sustainable energy management.
7. Identity: As a student, your identity is tied to learning. As a professional, it's tied to your performance, reliability, and contribution.

Exercise: Your Transition Timeline. On a piece of paper, draw a line representing your first 90 days at work. Mark key milestones you anticipate (e.g., first team meeting, first project deadline, 30-day check-in). Below the line, write down one potential fear or challenge for each milestone. Above the line, write one strategy from this guide you can use to build courage and address it.

Chapter 1.2: Adopting a Growth Mindset for Workplace Success

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Dr. Carol Dweck's research on mindsets is critical for career success. A fixed mindset assumes abilities are static, leading to a fear of failure. A growth mindset assumes abilities can be developed through dedication and hard work, viewing challenges as opportunities to learn.

Applying a Growth Mindset at Work:

- Instead of thinking "I'm not good at this", think "What am I missing to get better at this?
- Instead of avoiding challenges, seek them out as learning opportunities.
- Instead of being defensive about feedback, see it as a gift of valuable data for improvement.
- Instead of feeling threatened by the success of others, find inspiration and lessons in it.

"Embracing Good Failure": In a professional context, failure is not the opposite of success; it's a part of the process. A "good failure" is one that happens quickly, on a small scale, and provides valuable learning that prevents a larger failure later. Your goal is to create safe-to-fail experiments for yourself.

> *Template: Failure Reflection Journal.* When a task doesn't go as planned, don't just move on. Document it..
> 1. *What was the expectation?*
> 2. *What was the reality?*
> 3. *What was the gap and why did it occur?*
> 4. *What is the single most important lesson I learned?*
> 5. *How will I apply this lesson next time?*

Chapter 1.3: Crafting Your Professional Brand

Your professional brand is the perception others have of you. It's your reputation. It's what people say about you when you're not in the room. You have the power to shape this brand intentionally from day one.

Key Components of Your Brand

- **Competence:** Are you good at what you do? Do you deliver high-quality work on time?
- **Reliability:** Can people count on you? Do you follow through on your commitments?
- **Attitude:** Are you positive, proactive, and coachable?
- **Communication:** Are you clear, concise, and professional in your interactions?

Digital Footprint Management

- **LinkedIn:** Is your profile complete and professional? Does it tell a clear story about your skills and aspirations? Use the LinkedIn Optimization Checklist in the appendices.
- **Social Media:** Review your privacy settings. Remove any public content that doesn't align with the professional image you want to project.
- **Portfolio:** If applicable to your field, create a simple online portfolio showcasing your best work from university or personal projects.

Your Professional Elevator Pitch. Be ready to answer "Tell me about yourself" in any context. Craft a 30-60 second pitch that covers:

1. *Who you are: "I'm a recent graduate with a degree in [Your Field].."*
2. *What you're passionate about/skilled in: "...and I'm passionate about using data to solve business probles. I have experience in [Skill 1] and [Skill 2]."*
3. *What you're looking for: "I'm excited to apply these skills to help the team achieve [Team Goal] and grow my expertise in [Area of Interest]."*

MODULE 2: Workplace Navigation & Cultural Fluency

Every organization has its own unique culture—a set of unwritten rules and hidden expectations that can feel intimidating. This module is your decoder ring. It will teach you how to read the environment, communicate with confidence, and build the network of allies you need to succeed.

Chapter 2.1: Cracking the Code: How to Read Any Workplace Culture

Organizational culture is "how things get done around here." It's often invisible to insiders but can be a major stumbling block for newcomers. Your job is to become an anthropologist of your new workplace.

How to Decode Culture:

- **Observe Meetings:** Who speaks the most? Who gets interrupted? How are decisions made—by consensus, or by the most senior person? Is there an agenda, and is it followed?
- **Listen to Language:** What acronyms and jargon are used? What stories are told about company heroes or past failures?
- **Analyze Power Structures:** There's the formal org chart, and then there's the informal power structure. Identify the influencers, the go-to experts, and the gatekeepers, regardless of their official titles.
- **Watch Social Interactions:** Do people eat lunch at their desks or together? Are after-work activities common? How are successes celebrated?

Exercise: Unwritten Rules Discovery. For the next week, keep a running list of observations. At the end of the week, try to formulate at least three "unwritten rules" of your workplace. For example: "Rule #1: Don't schedule meetings on Friday afternoons." or "Rule #2: It's better to ask a question on Slack than to interrupt someone who is wearing headphones."

Chapter 2.2: Communication Mastery for the Modern Workplace

Clear, professional communication is a superpower. In a hybrid world, mastering written communication is more important than ever.

Email Excellence:

- **Subject Lines are Key:** Be specific. "Question about Project X Report" is better than "Question." Use prefixes like [ACTION REQUIRED] or [FYI].
- **Be Concise:** Use short paragraphs and bullet points. State your main point or request in the first two sentences.
- **Know Your Audience:** Adjust your tone. An email to your manager will be more formal than a quick note to a peer.

Digital Communication Norms (Slack/Teams):

- **Respect Status Indicators:** If someone's status is "in a meeting" or "focus time," avoid direct messaging them unless it's urgent.
- **Use Public Channels:** For questions that could benefit others, ask in a public team channel rather than a direct message. This builds a searchable knowledge base.
- **Use Threads:** Keep conversations organized by replying in threads.

Meeting Protocol:

- **Prepare:** *Never show up to a meeting without reviewing the agenda and any pre-read materials.*
- **Participate:** *Your goal should be to make at least one thoughtful contribution—a good question, a relevant piece of data, or a suggestion.*
- **Follow-Up:** *If you are assigned an action item, confirm you've received it. A quick "Got it, will have this done by EOD Friday" shows reliability.*

Chapter 2.3: Building Strategic Relationships and Social Capital

Your success is not just about what you know, but who you know and who trusts you. Building social capital is an intentional process, especially in remote or hybrid settings.

Your Key Network Tiers:

1. Your Manager: This is your most important relationship. Your job is to make your manager successful. Understand their goals and priorities.
2. Your Team: These are your daily collaborators. Build trust by being reliable, helpful, and a good listener.
3. Cross-Functional Partners: People in other departments whose work intersects with yours. Understanding their world will make you more effective.
4. A Mentor: A more senior person, inside or outside your company, who can provide career guidance and perspective.

How to Build Your Network Intentionally:

- Schedule Virtual Coffees: Reach out to one new person every week for a 15-20 minute introductory chat. Ask about their role, their career path, and what they're working on.
- Be a Giver: Look for small ways to help others. Share a relevant article, offer to help with a small task, or publicly acknowledge someone's good work.
- Find a Mentor: Don't just ask "Will you be my mentor". Instead, identify someone you admire, ask for their advice on a specific challenge, and build the relationship from there.

Script: Asking for a Virtual Coffee. Subject: Quick Intro Chat? Hi [Name], My name is [Your Name] and I'm a new [Your Role] on the [Your Team] team. I'm trying to learn more about how different parts of the company work, and I was really impressed by [mention something specific about their work or role]. Would you be open to a quick 15-minute virtual coffee in the next couple of weeks so I can briefly introduce myself and learn more about your work on the [Their Team] team? Thanks,
[Your Name]

MODULE 3: Performance Excellence Delivering Value

Now that you understand the environment, it's time to prove your value. This can be a source of major anxiety. This module demystifies performance, teaching you how to shift from an academic mindset of "getting it right" to a professional one of "making an impact."

Chapter 3.1: The Deliverable Mindset: From Grades to Impact

In school, a 95% on an essay is an "A." At work, a 95% complete report that misses the deadline is a failure. The focus shifts from personal achievement (the grade) to business impact (the result).

Key Shifts for a Deliverable Mindset:

- Understand the "Why": Before starting any task, ask: "What business problem does this solve? Who is the audience? What will they do with this information?"
- Define "Done": Clarify expectations with your manager. "Done" doesn't just mean you've finished working on it; it means it meets the required quality standard and is in the hands of the person who needs it.
- Focus on Quality, Not Just Completion: A professional deliverable is well-formatted, error-free, and easy for the recipient to understand and use.

Exercise: Finding Your Value Proposition. Proposition. For your main project, answer these questions:

1. What is the primary goal of this project for the business? (e.g., increase sales, reduce costs, improve customer satisfaction)

2. How does my specific task contribute to that goal?

3. How can I execute my task in a way that maximizes its value? (e.g., by providing extra analysis, by finishing ahead of schedule, by presenting the data more clearly)

Chapter 3.2: The Art of Feedback: How to Grow from Criticism, Not Fear It

Graduates today crave feedback, but the fear of negative criticism can be paralyzing. You must become an active, courageous agent in your own feedback loop.

How to Seek Feedback:

Don't ask "Do you have any feedback for me?" It's too broad. Be specific.

- After a presentation: "What is one thing I did well in that presentation, and one thing I could improve for next time?"
- On a report: "Was the level of detail in this analysis appropriate, or would you prefer more/less next time?"
- In a 1-on-1: "I'm working on improving my project management skills. Do you have any observations on how I'm tracking my tasks for Project Y?"

How to Receive Feedback:

1. Listen without Defensiveness: Your first reaction should be to listen and understand, not to justify or defend. Breathe.
2. Ask Clarifying Questions: "Could you give me a specific example of when you observed that?"
3. Summarize and Confirm: "So what I'm hearing is that I should be more proactive in providing status updates. Is that correct?"
4. Say Thank You: The person has given you a gift of their time and perspective. Acknowledge it, even if the feedback is hard to hear.

Chapter 3.2: The Art of Feedback: How to Grow from Criticism, Not Fear It

Your manager won't give you a syllabus. You are responsible for managing your own time and tasks. Developing a system is crucial for feeling in control and reducing overwhelm.

The Priority Matrix (Eisenhower Matrix):
Divide your tasks into four quadrants:
- Urgent & Important (Do First): Crisis, pressing problems, deadline-driven projects.
- Not Urgent & Important (Schedule): Relationship building, new learning, strategic planning. This is where you should aim to spend most of your time.
- Urgent & Not Important (Delegate/Automate): Some meetings, many interruptions. These are tasks that need to be done now but don't help you reach your goals.
- Not Urgent & Not Important (Eliminate): Time wasters, some social media, etc.

Weekly Planning System:

Take 30 minutes every Friday afternoon or Monday morning to:
1. Review your goals: What are the most important things you need to accomplish this week?
2. List all your tasks: Brain dump everything you need to do.
3. Prioritize: Use the Priority Matrix to identify your top 3-5 priorities for the week.
4. Block Time: Schedule blocks of "focus time" in your calendar to work on these priorities. Treat them like important meetings.

MODULE 4: Digital & AI Fluency at Work

As a digital native, you have an advantage. But professional digital fluency goes beyond social media. It's about leveraging technology to be more productive, collaborative, and innovative. This module covers mastering essential tools, partnering with AI, and excelling in a distributed work environment.

Chapter 4.1: Essential Digital Tool Mastery

Your employer will have a specific tech stack, but the principles of mastery are universal. Go beyond basic proficiency.

Key Tool Categories:

- Collaboration Platforms (Asana, Trello, Notion): Don't just use them to track your own tasks. Learn how to create dashboards, automate reports, and use them to provide visibility to your manager and team.
- Advanced Presentation Tools: Move beyond basic PowerPoint. Learn how to create interactive presentations, embed data visualizations, and tell a compelling story with your slides.
- Data Visualization Basics (Tableau, Power BI, even advanced Excel): You don't need to be a data scientist, but knowing how to turn a spreadsheet into a clear, insightful chart is a valuable skill in any role.

Challenge: Tool Sprint. This month, pick one tool your team uses and commit to becoming a power user. Spend 15 minutes a day watching tutorials or reading documentation. At the end of the month, share one "pro tip" with your team.

Chapter 4.2: AI as Your Productivity Partner

AI is not here to replace you; it's here to augment you. The key is learning how to work with AI effectively. This starts with prompt engineering.

Prompt Engineering for Work Tasks:

A good prompt provides context, role, task, and format.

Bad Prompt: "Write an email about the project."

Good Prompt: "Act as a project manager. Draft a concise and professional email to the project stakeholders (listed below). The goal is to inform them that we have successfully completed Phase 1 of Project X on schedule. Highlight two key achievements: [Achievement 1] and [Achievement 2]. End with a clear statement about the next step, which is the kickoff for Phase 2 next Monday. Keep the tone positive and confident."

Using AI as a Partner:

- First Draft Generator: Use AI to overcome writer's block and create a first draft of a report, email, or presentation. Your job is to then edit, refine, and add your unique human insight.
- Data Analyst: Paste in raw data (non-confidential only!) and ask AI to identify trends, create summaries, or suggest visualizations.
- Brainstorming Partner: Use AI to generate ideas, explore different angles on a problem, or create analogies to explain a complex topic.

Ethical Boundaries: Never input confidential, proprietary, or personal information into public AI models. Always verify facts and data generated by AI. You are ultimately responsible for the final output..

Chapter 4.3: Excelling in Remote & Hybrid Environments

Work-life flexibility is a major benefit, but it requires new skills to remain visible, connected, and effective.

Creating Remote Presence:

- **Be Visible on Digital Channels:** Actively participate in your team's Slack/Teams channels. Share interesting articles, react to messages, and answer questions when you can.
- **Master Asynchronous Communication:** Write clear, detailed updates that give your team and manager everything they need without requiring a real-time meeting.
- **Optimize Your Virtual Meetings:** Good lighting, a clear microphone, and an uncluttered background matter. Look at the camera, not at your own face. Be present and engaged.

Checklist: Remote Presence Scorecard. At the end of each week, ask yourself:

- *Did I proactively communicate my progress on key tasks?*
- *Did I contribute to a conversation in a public channel?*
- *Did I have at least one informal, non-task-related chat with a colleague?*
- *Was I fully present and engaged in my virtual meetings?.*

MODULE 5: Well-being & Sustainable Performance

A successful career is a marathon, not a sprint. The pressure to perform can lead to burnout. This module is your self-care toolkit, focusing on the crucial skills of managing your energy, building resilience, and navigating the psychological challenges of work with courage.

Chapter 5.1: Burnout Prevention and Building Resilience

Burnout is a state of emotional, physical, and mental exhaustion caused by prolonged stress. As a new graduate, you may be particularly vulnerable due to a desire to prove yourself. Prevention is key.

Early Warning Signs of Burnout:

- Persistent cynicism or negativity about your job.
- Feeling emotionally drained and detached from your work.
- A sense of ineffectiveness and lack of accomplishment.
- Physical symptoms like headaches, sleeplessness, or fatigue.

Energy Management vs. Time Management:

You have a finite amount of time, but your energy is renewable. The goal is to manage your energy, not just your calendar.

- Identify Your High-Energy Times: Are you a morning person or a night owl? Schedule your most demanding, creative work during these peak periods.
- Schedule Recovery: Just as athletes need rest days, you need recovery periods. Take short breaks every 90 minutes. Protect your lunch break. Truly disconnect in the evenings and on weekends.
- Set Boundaries: It's okay to say "no" or "not now." A key boundary is turning off work notifications on your phone after a certain hour.

Chapter 5.2: Facing Your Fears: Overcoming Imposter Syndrome and Conflict

Every professional journey includes challenges like imposter syndrome and conflict. Learning to navigate them builds confidence and resilience.

Managing Imposter Syndrome:

Imposter syndrome is the feeling that you're a fraud and will be "found out," despite evidence of your competence. It's extremely common, especially in new roles.

- **Reframe Your Thoughts:** Instead of "I don't know what I'm doing, try "I'm new to this, and I'm learning."
- **Keep a "Win" File:** Create a document or folder where you save positive feedback, compliments, and notes about successful projects. Review it when you feel like an imposter.
- **Talk About It:** Share your feelings with a trusted peer or mentor. You'll likely find they've felt the same way.

Handling Workplace Conflict:

Conflict is inevitable when passionate people work together. The goal is not to avoid it, but to handle it constructively.

1. **Address it Early and Directly:** Don't let resentment build. Request a private conversation with the person involved.

2. **Use "I" Statements:** Focus on the impact on you, not on accusing the other person. "When [the action] happened, I felt [your feeling] because [the impact]." is better than "You always do [the action]."

3. **Focus on the Problem, Not the Person:** Frame the conversation around finding a mutual solution to a shared problem.

Chapter 5.3: Planning for Career Sustainability

A sustainable career is one where you are continuously learning, growing, and adapting. It requires intentional planning.

Building Your Learning System:

Your degree is a starting point, not a destination. Commit to being a lifelong learner.

- **Skill Mapping:** Identify the skills you have now and the skills required for the roles you aspire to in 2-3 years. What's the gap?
- **Create a Learning Plan:** Dedicate a few hours each month to closing that gap. This could be through online courses (Coursera, LinkedIn Learning), reading books, listening to podcasts, or working on a side project.
- **Build a Support Ecosystem:** Your career is too important to manage alone. Cultivate a personal "board of directors": a mentor for guidance, a coach for accountability, peers for support, and your manager for opportunities.

MODULE 6: Integration & Career Launchpad

This final module is about putting everything together. You'll create a personalized plan to integrate these learnings into your daily work, establish a mentorship system, and commit to a path of continuous growth, launching you into a successful and fulfilling career.

Chapter 6.1: Creating Your Personal Integration Blueprint

Knowledge is useless without application. This chapter is about creating a concrete plan to turn the concepts from this guide into habits.

Your First 100 Days Plan:

Structure your initial period at the company with clear goals.

- Days 1-30: Learn. Your primary goal is to listen, observe, and learn. Focus on understanding the culture, building relationships with your immediate team, and mastering the core functions of your role. Identify one "quick win"—a small, visible task you can complete successfully.
- Days 31-60: Contribute. Begin to apply your skills more proactively. Take ownership of a small project. Use the feedback frameworks to solicit input on your performance. Start building relationships outside your immediate team.
- Days 61-100: Initiate. Move from reactive to proactive. Identify a small process that could be improved. Suggest an idea in a team meeting. Begin to establish yourself as a reliable and thoughtful contributor.

Energy Management vs. Time Management:

You have a finite amount of time, but your energy is renewable. The goal is to manage your energy, not just your calendar.

- **Identify Your High-Energy Times:** Are you a morning person or a night owl? Schedule your most demanding, creative work during these peak periods.
- **Schedule Recovery:** Just as athletes need rest days, you need recovery periods. Take short breaks every 90 minutes. Protect your lunch break. Truly disconnect in the evenings and on weekends.
- **Set Boundaries:** It's okay to say "no" or "not now." A key boundary is turning off work notifications on your phone after a certain hour.

Template: Personal Integration Plan. For each module in this guide, write down one specific action you will take in the next 30 days.

Example (Module 2): "I will schedule one virtual coffee chat with someone from the marketing team to understand how our work connects."

Chapter 6.2: Launching Your Mentorship System

Mentorship is a critical accelerator for your career. It provides guidance, perspective, and advocacy.

Finding and Engaging a Mentor:

1. Identify Potential Mentors: Look for people 2-3 levels above you (or with 5-10 years more experience) whose career path or skills you admire. They can be inside or outside your company.
2. Make a Specific Request: As mentioned in Module 2, don't ask "Will you be my mentor?" Instead, ask for a single conversation to get their advice on a specific challenge or question.
3. Build the Relationship: If the first conversation goes well, ask if they'd be open to chatting once a quarter. Come to every meeting prepared with questions and provide them with an update on how you applied their previous advice.
4. Formalize with an Agreement: A simple mentorship agreement (see Appendix A) can clarify expectations around frequency, confidentiality, and goals.

Reverse Mentoring: Don't forget you have value to offer, too. As a digital native, you can offer "reverse mentoring" to a senior colleague on topics like social media, new technologies, or AI tools. This is a powerful way to build relationships with leadership.

Chapter 6.3: Building a Community of Practice for Continuous Growth

Your growth shouldn't happen in isolation. A community of practice is a group of people who share a concern or a passion for something they do and learn how to do it better as they interact regularly.

How to Build Your Community:

- **Alumni Network:** Stay connected with your university peers who are also starting their careers. Create a group chat to share experiences, challenges, and successes.
- **Internal Groups:** Join your company's Employee Resource Groups (ERGs). They are a fantastic way to meet people from different departments and levels of seniority.
- **External Networks:** Join industry-specific groups on LinkedIn or other platforms. Attend local meetups or virtual webinars.

Action: The Learning Commitment Contract. Write a simple contract with yourself. "I, [Your Name], commit to my professional growth. For the next six months, I will dedicate [Number] hours per month to learning. I will focus on developing [Skill 1] and [Skill 2]. I will track my progress and share my learnings with at least one other person." Sign it and post it where you can see it..

About This Guide

This guide was created by the Veissman Group based on extensive research into the needs of modern graduates and insights from HR professionals, managers, and career counselors. It is provided to help the next generation of professionals thrive.

Share This Resource

If this guide helped you, please consider sharing it with other graduates who might need it. Your support helps us empower more young professionals.

Request for Feedback

This is a living document. If you have suggestions for improvement or topics you'd like to see covered, please reach out. Your feedback is invaluable.

Free 15-Minute Consultancy

If you would like a follow up 1-1 consultancy please reach out to discover@veissmangroup.com

Things Our Team Can Cover
- Resume Feedback
- Situational Consultancy
- Image Consultancy
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- Reach out to our recruitment partners