

## Rebecca Warriner's talk

I have 4 examples of online portfolios. The first one is Heather Henricks – she is a candidate I placed in early 2006. I found her *because* of her online portfolio. I did a Google search, found her web site, contacted her through it, and she was really excited about the job.

Heather's is the best I've seen on line. I will stress, however, that she is in marketing and specializes in high-tech and on-line marketing. So, it would be expected that her portfolio look really good. I do want to point out how it is organized. And, that it does an excellent job of remaining professional and giving a glimpse into her personality.

The next is a portfolio of someone I am acquainted with, but have not placed. He is a developer and his portfolio is much more straight forward.

The third is a candidate I have worked with – I just wanted to show his homepage so people could get one more example of how simple a portfolio can be. It doesn't need to be a big, complicated project. Just well thought out and organized.

The fourth is a portfolio I found on WetPaint, which is free. I am pointing this out as a way that they could get started without investing money.

The points I intend to make, either during my slide presentation or during questions/discussion are:

- It is most important to first start thinking about your career as a portfolio. You need to have the mindset first.
- You could have the nicest looking portfolio in a binder or on the web – but, it is more important that you be articulate about your portfolio – that you have internalized it and are able to interview well and communicate well about your experience/portfolio
- View your experience as little recipe cards or little entries in an encyclopedia – jot them down, memorize them, know them, create a portfolio – and, think about your career as constantly adding to that recipe – that encyclopedia. And then, in interviews, draw on those experiences, use examples. You will be a much stronger interviewer because you have taken the time to put your career portfolio together.
- Describe the companies you worked for – industry, culture, # of employees, your department – paint a picture of where you worked and it will help the recruiter or hiring manager picture you in their work environment
- Think of measurable, quantifiable results - # of bugs, release cycle, etc.
- If you do have an online portfolio – submit your normal one page resume and list the web site at the bottom. “For additional information, please view my career portfolio at [www....](#)”