

# BAYSTATE IO PERSPECTIVES: FINDING YOUR FIRST IOP ROLE

"Have informal conversations with lots of people at different organizations who do this work. You'll find out no one does it the same way everywhere and you'll know more about what you want to do." - Ryan McCreedy

"It depends! You have to start knowing what you really care about and your passion before jumping into your first job as an IOP. If you force something that's not you, people can see through that. If you are a data person, go for that. If you are a change person, go for that."  
- Mia Tran

"Your first job is really the third year of your Master's program. You'll find out how much there still is to learn." - Devin Stack

"Network as much as you can. It doesn't just have to be with practitioners in the field, it can also be your IO cohort and with your professors. I've had many cold calls and people are interested to learn from others. Just get stories and make connections." - Andrea Meggison

"Make sure you have a varied network. You need to be able to understand the different domains of IO and how they interact with HR and other functions in a company."  
- Ryan Stebbins

"Applying to jobs is a numbers game. If you find yourself getting consistently stuck in one part of the hiring process, such as the phone screen or second interview, ask a trusted friend to practice and give you feedback." - Beth Melillo

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