



## Conversations with Creatives: 2025 Hiring Trends Webinar Chat Transcript October 30, 2024

- 00:09:33 Margaret Litwin: Hello!
- 00:09:33 Katie Welker: Excited for trick or treating!
- 00:09:36 Kevin Culligan: hello from Boston!
- 00:09:37 Skylar Franklin: Hello!!
- 00:09:40 Geniene Pernotto: Making soup and roasts!
- 00:09:42 Jason Inch: Looking forward
- 00:09:43 Skylar Franklin: From Tucson
- 00:09:44 Jason Chan: Hello
- 00:09:44 Angel Campos: Hello from Chicago
- 00:09:44 Yasmina Belkacemi: Definitely halloween
- 00:09:45 Camill M: Im ready for Christmas already! LOL. Hello from Florida!
- 00:09:45 Kimberly Kim: Hello from Oakland, CA!
- 00:09:45 Katie Welker: Hello from Rochester, NY
- 00:09:45 Sean Murray: Hello :-)
- 00:09:45 Tonya Ames: Excited to learn from you all! :)
- 00:09:45 Jordan Temprow: Hi from NYC!
- 00:09:45 Jeremy Sosnick: Halloween all the way
- 00:09:45 David Kim: NYC Marathon!
- 00:09:47 Kat Humphries: Yay also in San Diego!
- 00:09:47 Rakesh Malik: Hello from Vancouver, BC!
- 00:09:47 Sally Mei: Watching beautiful foliage
- 00:09:47 Leilani Patrick: Hello from San Diego
- 00:09:48 Patrick Napoli: Pumpkin spice lates!
- 00:09:48 Brian Tamayo: Hello from San Jose area
- 00:09:48 Ramiz Essani: Bonjour from Toronto!
- 00:09:49 kenny levister: Hello from Atlanta !
- 00:09:50 Ross Martin: Hello from Thousand Oaks, CA!
- 00:09:50 Betsy Kelso: Soups and roasts +1
- 00:09:50 Shannan Bunch: LA!
- 00:09:50 Rob Ward: Hello from Montclair NJ
- 00:09:51 Geniene Pernotto: Columbus, Ohio in the house
- 00:09:51 Shannon DeRolph: So. Much. Leaf raking!
- 00:09:52 Matt Riley: Happy to be here!!!! Thank you for this!!
- 00:09:52 Diana Fitter: Apple picking!
- 00:09:52 Margaret Litwin: I love pumpkin spice coffees!
- 00:09:52 Conor Morgan: Hello from Vancouver, WA!!
- 00:09:53 Joshwald Martinez: Preparing for holiday season (aka coquito season)
- 00:09:53 Jaime Holcombe: Hello from Dallas, TX
- 00:09:53 Anne Esse: Hello from Rochester NY!
- 00:09:54 Guy Micciche: hello

- 00:09:54 wayne pack: Hello from PA
  - 00:09:54 Hannah Suh: hello from LA
  - 00:09:54 Dan Mowery: Hello from Atlanta Georgia!
  - 00:09:55 Nicole Jackson: Sunday dinners!
  - 00:09:55 Diana Banuelos: Hello from Oakland!
  - 00:09:56 Dale Block: Listening to Type O Negative's "October Rust" album.
  - 00:09:56 Julie Hillier: Fall hikes! From Columbus, OH
  - 00:09:56 Toni Little: Fall color. Cooler weather.
  - 00:09:56 Scott Cairns: Grand Rapids, MI Pumpkin Pie!
  - 00:09:57 Gabriela Ferre: Eating apple Cider Doughnuts!
  - 00:09:57 Mohammad Mohsin: hi from Chicago, IL
  - 00:09:57 Mona de Vestel: Hello from San Diego! Apple picking! Julian!
  - 00:09:57 Tim Kearns: Rhode Island!
  - 00:09:57 Antoinette Lombardi: Hello from NYC! Soup Season!
  - 00:09:58 LEAH RUNCHEY: From Michigan so going to the Cider Mill!
  - 00:09:58 Ruth Arthur: hi from Michigan
  - 00:09:58 Michelle Florero: Here from San Pablo CA (Bay Area)
  - 00:09:58 Madison Gagliano-Olson: La Jolla here! :)
  - 00:09:59 Jeff Miller: Hello from Spokane, WA....
  - 00:09:59 Chris McManus: Hello from Hudson Valley
  - 00:09:59 Diana Fitter: Hello from NJ
  - 00:09:59 Kevin Flicek: Minneapolis!
  - 00:10:00 Denise Byrd: Birdwatching
  - 00:10:00 Kimberly Flynn: pumpkin patch and roasting the seeds
  - 00:10:02 Aron Brand: Buenas tardes de Miami! 🌴
  - 00:10:02 Eva Moraga: Hello from Long Beach.
  - 00:10:02 Ignacio García: Hello All from New Jersey!
  - 00:10:03 Patrick Napoli: Hello from the Bay Area!
  - 00:10:04 Adam Giordano: Hey, everyone! Boston MA. Thanks for this webinar.
- Carving pumpkins 🎃
- 00:10:05 Nicole Cunha: Friendsgiving!
  - 00:10:05 Maryann Fabian: Hi from Atlanta!
  - 00:10:05 Mark Dungey: Being creative through decorating.
  - 00:10:06 Jennifer Christensen: Jenn from Chicago
  - 00:10:06 Raymundo Gonzalez: Mexico in the house~
  - 00:10:07 Kate Boster: Here in Nashville...pumpkin carving with friends and wine
  - 00:10:08 Maria Emilia Ocampo: Hi from Arrgentina!
  - 00:10:09 David Marin: howdy, everyone! miami beach here 😊
  - 00:10:09 Howard Breitrose: Howard from Geneva, Illinois
  - 00:10:11 Peter Monk Craig: Apple picking!
  - 00:10:12 Dave Calvert: Hunting vegan polar bears
  - 00:10:12 Kim Sykes: And another San Diegan!
  - 00:10:14 Okwaas Muhammad: Seasonal Hiring
  - 00:10:16 Evan Jensen: Portland, Ore.
  - 00:10:18 Anna Dantas: Hello from Brooklyn, NY!

- 00:10:20 Riley Kane: Minnesota.
- 00:10:23 Stacy Bloom: Hi from Grass Valley, CA!
- 00:10:24 Katie Welker: How are we talking about 2025 already?! So crazy (but so exciting)
- 00:10:27 Angel Campos: Hello from Chicago!
- 00:10:27 Lisa Evans-Reagan: Hello from DFW, TX! Cooking fall foods.
- 00:10:27 Ana Bustios-Tuesta: Hello NYC
- 00:10:28 Vince Carey: Hello from Philadelphia
- 00:10:29 Debora Smith: Hey there, from Orange County, CA!
- 00:10:29 Jerry Wang: Hello from Queens, NY
- 00:10:31 Christopher Rogers: Lovely Walnut Creek here.
- 00:10:32 Howard Breitrose: <https://www.linkedin.com/in/howard-breitrose/>
- 00:10:34 Keely Baribeau: Port Huron, Michigan - viewing Fall colors and handing out candy to Trick or Treaters
- 00:10:46 OLIVER DETTLER: Hello via coney island
- 00:10:46 Bijoy Jacob: Hello from London, ON
- 00:10:49 Gary Yim: Hello from Tehachapi, CA
- 00:10:50 Juan Jaimes: Hello, from Chicago!
- 00:10:55 Jason Phillips: Take a trip up to Storm King Sculpture Park in the Hudson Valley to bask in Autumn color and art.
- 00:10:59 Christian Yong: Hello from New York
- 00:10:59 Beverly Moore: Beverly from Chicago
- 00:11:03 Leslie Delhomme: Tuning in from LA.
- 00:11:03 Jess Mueller: Boston, MA 😊
- 00:11:03 Miranda Peters: Hello from Cleveland, OH!
- 00:11:07 Zander Cowen: Zander from boston
- 00:11:09 Summer Terry: Hello from Bronx, NY
- 00:11:14 Madinah James: Hello from New Jersey
- 00:11:20 Jordan Temprow: Hi Everyone! I'm Jordan a web Designer in NYC. Would love to connect! <https://www.fiveninefive.co> [www.linkedin.com/in/jordantemprow](https://www.linkedin.com/in/jordantemprow)  
💻👉
- 00:11:24 Kamran Hameed: hello from Miami  
<https://www.linkedin.com/in/kamranhameedmarketing>
- 00:11:26 Jeff Foster: Hey there from Atlanta.. this is a fantastic idea! Thanks for putting it together.
- 00:11:26 Carlene Welsh: Hello from West Hollywood, CA. Pumpkin soup is a family fall favorite.
- 00:11:36 Doris Rios: Hello from PA
- 00:11:40 Leslie Delhomme: fall tradition - looking forward to giving candy to trick or treaters
- 00:11:45 Raymundo Gonzalez: creative portfolio for your entertainment  
<https://bit.ly/3XW6ZyC>
- 00:11:46 Aron Brand: Houston!! 🙏
- 00:11:49 Zac Ray: San Francisco, CA here
- 00:11:49 Zina Oduah: Hello from Houston, TX

- 00:11:49 Rakesh Malik: Hello, I'm a cinematographer and VFX artist in Vancouver, BC -- <http://WinterLightStudios.ca>
- 00:11:50 Krista Coutts: Good afternoon from the San Francisco Bay Area!
- 00:11:51 Laura Pritchard: 🍌 Easton PA
- 00:11:52 Shannon Hart: Hello from the DFW, Texas area.
- 00:11:56 Margaret Litwin: Hi from Chicago!
- 00:11:58 Ross Martin: Horror movies!!!
- 00:11:59 Tonya Ames: Love that Devin!
- 00:12:04 Kadi McDonald: Hi from Cleveland, OH!
- 00:12:08 Barbara Bernard: hi from Santa Cruz, CA
- 00:12:12 Marc Castillo: Hey from DFW
- 00:12:15 Rakesh Malik: My VFX demo reel: <https://vimeo.com/1010849470>
- 00:12:16 Skylar Franklin: My name is Skylar! I'm graduating from the University of Arizona in the spring of 2025, I'm a graphic designer and I would love to connect!!
- 00:12:19 kenny levister: congrats!!
- 00:12:19 Valaencia Thompson: Wooohooo!
- 00:12:21 Stephanie Stevens: Hi from DC!
- 00:12:23 Aron Brand: Congrats, Sam!!
- 00:12:24 Tonya Ames: Happy Anniversary, Sam! :)
- 00:12:26 Geniene Pernotto: NYC expat here now in Columbus
- 00:12:26 Ignacio García: Happy Anniversary!
- 00:12:26 Ramona Bradsher: Happy Anniversary Sam!!!!
- 00:12:27 Shannon DeRolph: 🍌
- 00:12:27 Sarah Godby: Happy Anniversary Sam!!
- 00:12:28 Sarah Maberry: happy anniversary!!!
- 00:12:29 Rodrigo Lima: Hi from Santa Monica, CA
- 00:12:29 Allie Hydeman: Happy anniversary Sam!!!
- 00:12:29 Yuliya Baukova: Hi I'm Yuliya, Product manager. Let's connect!  
<https://www.linkedin.com/in/yuliya-baukova>
- 00:12:29 Patrick Napoli: Congrats!!! 🍌
- 00:12:31 Lyla Weiss: MINE TOO!!!
- 00:12:32 Myra Wilkins: Hi from Chicagoland
- 00:12:33 Ignacio García: Go Yanks!!!
- 00:12:33 Angela Afable: Congrats sam!
- 00:12:34 Patrick Mansfield: Go Dodgers
- 00:12:35 Geniene Pernotto: Go Yankees!
- 00:12:35 Jordan Temprow: Congrats!!
- 00:12:37 Leilani Patrick: Congrats Sam 😊
- 00:12:38 Ross Martin: GO YANKEES!!!
- 00:12:38 Jess Mueller: Happy anniversary!
- 00:12:39 Sev Saffen: Congrats!!!
- 00:12:40 FELIPE GODINEZ: Congrats!!!
- 00:12:43 Leilani Patrick: Go Dodgers!
- 00:12:47 Kevin Flicek: Hmmm.....Go Dodgers!
- 00:12:47 Ignacio García: Yankees making history!!!

- 00:12:47 Mark Dungey: Mark Dungey from Houston, TX.  
<https://www.linkedin.com/in/markrdungey/>
- 00:12:48 jennifer marshall: Viva Los Doyers!
- 00:12:48 Summer Terry: Go Yankees!
- 00:12:49 Joshwald Martinez: Go Mets!
- 00:12:49 Lyla Weiss: Happy Anniversary!! Go BLUE!!!
- 00:12:52 Nancy Zarcone: I just jumped on and can't see if my camera is on?  
Are they turned off automatically?
- 00:12:55 Kara Williams: OMG I hope tonight's the last game of the World Series. Sorry Yankee fans. This is stressful!
- 00:12:59 David Kim: Ohtani > Judge
- 00:13:03 Jesse Ratner: Go Warriors!
- 00:13:06 Emily Webber: Cardinal's fan here, miss our Red Octobers so much!
- 00:13:06 Mark Dungey: Stand Up to Cancer was powerful last night.
- 00:13:09 Lyla Weiss: WOW! HAPPY ANNIVERSARY!!!
- 00:13:11 Peter Monk Craig: Canada...and you like baseball?! I'm a Chicago hockey player!
- 00:13:15 Sev Saffen: Wowwwww! Congrats
- 00:13:16 Dana Fugate: Hi from Boston, MA. I'm a creative marketing strategist [www.defmarketing.org](http://www.defmarketing.org). As a Giants and Red Sox fan, can't choose a team to root for this year!
- 00:13:17 Ignacio García: Happy Early Anniversary!!!
- 00:13:17 Carolyn Flynn: Hello from Atlanta.
- 00:13:18 Tonya Ames: Happy Anniversary, Gillian! :)
- 00:13:18 Geniene Pernotto: Toronto is fabulous and Canadians are so nice
- 00:13:21 kenny levister: Hi All - Kenny Levister here! Feel free to connect on LinkedIn:  
<https://www.linkedin.com/in/kenny-levister/>
- 00:13:22 Jason Sagat: <https://www.linkedin.com/in/jasonsagat/>
- 00:13:24 Gabriela Ferre: Congratulations!!! Happy Anniversary to you both!
- 00:13:30 LEAH RUNCHEY: <https://www.linkedin.com/in/leahnrunchey/>
- 00:13:31 Ladan Baylis: Hi from LA
- 00:13:33 Christine Mitchell: Hello from Boston!
- 00:13:38 Maryann Fabian: Still upset we lost Freddie Freeman
- 00:13:43 Kim Sykes: Must be a great place to work since you've all been there so long.
- 00:13:43 Betsy Kelso: I buy bags of Halloween candy, then get zero trick-or-treaters! So then...what to do?? 🤔
- 00:13:46 Geniene Pernotto: <https://www.linkedin.com/in/gpernotto/>
- 00:14:05 Lindsay Williams: Good afternoon! My name is Lindsay. I earned my BA from CSULB and a master's degree from USC. I am a marketing consultant and brand strategist. You can connect with me on LinkedIn at [www.linkedin.com/in/lindsaymariewilliams](http://www.linkedin.com/in/lindsaymariewilliams).
- 00:14:05 Leslie Delhomme: <https://www.linkedin.com/in/lrd9764/> feel free to add me
- 00:14:26 Conor Morgan: Would love to connect with other creatives  
<https://www.linkedin.com/in/conor-m-morgan/>

- 00:14:35 Julie Hillier: GPT chat
- 00:14:35 Jesse Ratner: Hate writing? Hate AI? Hire me.  
<https://www.copythatconnects.biz/>
- 00:14:42 Ana Bustios-Tuesta: Ana Bustios-Tuesta, Art Director/Designer from NYC. Would love connect : <https://www.linkedin.com/in/anabustios/>
- 00:14:57 Raymundo Gonzalez: linkedin profile . come visit  
<https://www.linkedin.com/in/raygonzalez/>
- 00:15:01 Howard Breitrose: Would like to connect  
<https://www.linkedin.com/in/howard-breitrose/>
- 00:15:03 Ramiz Essani: Digital marketing professional from Toronto, would love to connect: <https://www.linkedin.com/in/ramizroshanali/>
- 00:15:07 Maria Horn: I do use AI : chat GPT. But it seems the market is so saturated that actually does NOTHING
- 00:15:08 Camille Tyler: Wish there was another option for the poll. I use it sparingly
- 00:15:17 Zander Cowen: Video producer based in Boston/New York City/ Los Angeles. Connect! <https://www.linkedin.com/in/zandercowen/>
- 00:15:17 Kara Williams: I would say I have used AI but not convinced it helps and worth the time so have stopped
- 00:15:18 Skylar Franklin: LinkedIn Profile
- 00:15:20 Skylar Franklin: <https://www.linkedin.com/in/skylar-franklin-39b299278/>
- 00:15:21 Brian Tamayo: My Linked In Profile: [linkedin.com/in/briantamayo](https://www.linkedin.com/in/briantamayo)
- 00:15:21 Ignacio García: Let's connect! <https://www.linkedin.com/in/helloignacio/>
- 00:15:22 Daniel Love: <https://www.linkedin.com/in/danielelove>
- 00:15:38 Skylar Franklin: <https://www.behance.net/skylarfranklin>
- 00:15:40 Maryann Fabian: I'm with Camille. A less enthusiastic response to having to use AI?
- 00:15:56 Jason Phillips: I use Grammarly to help edit, spell check, and make communication more concise.
- 00:15:58 Conor Morgan: I used AI to write cover letters, but decided to hire a professional resume writer to make it more personal
- 00:16:00 Jeff Foster: <https://www.linkedin.com/in/jeff2003foster/>
- 00:16:01 Jason Isaac: I keep a spread sheet with a link to the posting, title, and company.
- 00:16:03 Daouda DIA: <https://www.linkedin.com/in/diarise/>
- 00:16:05 Mark Dungey: Received a ChatGPT prompt engineering cert. from Vanderbilt University through Coursera.
- 00:16:07 Miranda Peters: Miranda Peters - Digital / Web Designer - Cleveland, OH. Let's Connect! <https://www.linkedin.com/in/mirandp/>
- 00:16:07 Camille Tyler: People are really asking you to send them the job description? Really? I'm competing against people that are incompetent and I'm still not getting interviews?
- 00:16:31 Jennifer Clark: Camille my thoughts too
- 00:16:35 David Kim: @Camille, 😊
- 00:16:36 Peter Monk Craig: Joining the link mob  
<https://www.linkedin.com/in/petermonkcraig>

- 00:16:41 Kadi McDonald: I've actually used ChatGPT to review my resume and recommend some different job titles based on my skills and results...mostly because I am looking to make a career pivot.
- 00:16:42 Ignacio García: I agree with you @Jason Phillips...I also use Grammarly.
- 00:16:44 Zac Ray: I've applied to over 1000 open roles and have been unemployed for almost 2 years. I use AI to help break through ATS, but it doesn't help with the ghosting, lack of communication, or lack of experience from recruiters.
- 00:16:44 Jeri Goldberg: Hello, marketing leader from Seattle, <https://www.linkedin.com/in/jerigoldberg/>
- 00:16:47 Tameka Mullins: Hi, all! I'm a senior PMP certified project manager looking to connect with other PMs and professionals! Also looking for a new role on a content marketing or tech product team! <https://www.linkedin.com/in/tamekamullins/>
- 00:16:50 Jess Mueller: Anyone looking to connect with a senior-level Boston-based graphic designer – All my links are available here! 🐱 <https://linktr.ee/jesmulr>
- 00:16:50 GABRIELA SCHECHTER: I have checked my resume and cover letter with AI
- 00:16:57 aariana linen: Lets connect I am a marketing guru follow me on LinkedIn - <https://www.linkedin.com/in/aariana-linen-b9061221a/>
- 00:17:02 Cassidy Smith: <https://www.linkedin.com/in/cassidynicolesmith>
- 00:17:16 Jeff Foster: Videographer, photographer, editor... So glad creative circle gives us connection opportunities. <https://www.linkedin.com/in/jeff2003foster/> — [actummedia.com](http://actummedia.com) Let's connect creatives!
- 00:17:18 Jennifer Wanderer: Looking for work as a Senior Designer in Bay Area <https://www.linkedin.com/in/jenniferwanderer>
- 00:17:32 Tameka Mullins: I use AI to gauge my fit for a role and to draft cover letters for roles that still call for them.
- 00:17:36 Kaylee Campbell Burton: I'm with Zac, same boat here.
- 00:17:48 Payal Sharma: Sr. Growth Marketer worked in SaaS industry in the Bay Area - looking to connect/get hired: <https://www.linkedin.com/in/payalgs/>
- 00:17:51 Brian Tamayo: Seeking my next position in User Experience (UI/UX)
- 00:18:00 Lori Lynn Reinstrom: Why is a person incompetent if they ask for a job description
- 00:18:04 Victor Akinwande: Victor Akinwande - Creative Content Strategist on LinkedIn: LinkedIn. <https://www.linkedin.com/in/victorakinwande-ng>
- 00:18:06 Kamran Hameed: I use AI for interview prepping
- 00:18:09 Mark Dungey: Open to any and all collaboration with fellow creatives: <https://www.linkedin.com/in/markrdungey/>
- 00:18:10 Tameka Mullins: You can't just copy and paste from AI! Use it as a guide and then edit the copy and shape it so it's in your voice!
- 00:18:10 Summer Terry: Using AI can be very strategic in comparing the job description to your resume how qualified you are for it. In addition looking for transferable skills.
- 00:18:14 Cynthia Cunniff: Content and Event/Experiential Producer. Lots of writing experience for all formats.
- 00:18:16 Jeff Foster: AI with photoshop and generative availability has been such a profound game changer



- 00:18:17 Sharon Brown: Except that every rejection email is canned, written by AI
- 00:18:34 Mark Dungey: AI is a tool but not a replacement.
- 00:18:36 David Cueman: Looking to meet other creatives,  
<https://www.linkedin.com/in/davidcueman/>
- 00:18:40 Okwaas Muhammad: Are companies using AI to respond to applicants/
- 00:18:43 Clare Jones: How important are cover letters?
- 00:18:48 kenny levister: Good point! Thanks.
- 00:19:05 Tameka Mullins: It's frustrating to not receive a JD from recruiters! We need to know the business needs so we can tie our skills and background to it!
- 00:19:11 Nicole Jackson: Do you like applicants reaching out to you personally via linked in?
- 00:19:18 Kaylee Campbell Burton: I can't even get the interview anymore.
- 00:19:22 wayne pack: Opportunity seeking Senior Graphic Designer looking to connect with folks! [www.linkedin.com/in/waynepack](http://www.linkedin.com/in/waynepack)
- 00:19:25 Barb Jump: Hello, all. Barb Jump here. CD/Copy  
<http://LinkedIn.com/in/barbjump>
- 00:19:29 Jane Huntington: I'm photographer with video experience, retoucher, and graduated from General Assembly from a UX Bootcamp. After 700 plus job applications for design work, I'm back to being a retoucher and photographer.
- 00:20:09 Clare Jones: How exactly do you leverage the human element?
- 00:20:11 Howard Breitrose: Where are the jobs?
- 00:20:14 Jason Phillips: I also have a question about reaching out via LinkedIn, to Creative Circle and other talent acquisition leaders.
- 00:20:34 David Marin: @clara, make sure anything you use AI for still has your voice
- 00:20:36 Mark Dungey: When asked by a student why he needs to learn grammar etc. when there's Grammerly etc. I responded that there are crutches and wheel chairs do you still walk?
- 00:20:44 Skylar Franklin: I'm about to graduate next semester and I'm looking for a job in graphic design! I am very experienced in marketing design, visual identity systems design, brand design, etc! Here's my LinkedIn if you want to connect!  
<https://www.linkedin.com/in/skylar-franklin-39b299278/>
- 00:20:44 Lori Lynn Reinstrom: I've never heard back from a hiring manager when I apply through the Creative Circle website.
- 00:20:47 Clare Jones: I have experienced interview by bot, video interview by bot
- 00:20:55 Miranda Peters: Should my resume be designed or standard?
- 00:20:55 Doris Rios: Freelance Graphic & Production Designer  
[linkedin.com/in/dorisrios](https://www.linkedin.com/in/dorisrios)
- 00:21:00 Jeff Miller: Senior Graphic Designer seeking full-time remote role...feel free to connect! <https://www.linkedin.com/in/jmiller908/>
- 00:21:00 Yuliya Baukova: Let's Connect, Product Manager from DC  
<https://www.linkedin.com/in/yuliya-baukova>
- 00:21:06 Nicole Jackson: how would you personally find UX Design roles, because LinkedIn is not doing it.
- 00:21:11 Jane Huntington: I was told to use the AI tools, and found that several job descriptions were filled with buzz words that I was told I needed to match. I don't think it



increased the response to applications or clicks on my portfolio. My retouching work is pretty much from networking, and keeping in touch with the agencies I worked with.

- 00:21:18 David Marin: every touchpoint is an opportunity to showcase your personality
- 00:21:37 Guy Micciche: My problem is I'm an experienced artist and creator, but I can't land any interviews. I'm not sure what the problem is. Is anyone reading my resume or looking at my portfolio? I'm just confused as to what to do to land an interview.
- 00:21:41 Jordan Temprow: Any tips on how to get responses to job emails we get from Creative Circle?
- 00:21:49 Riley Kane: If you're north of 45 yrs old, does AI eliminate your resume?
- 00:21:59 Andrea Martins Netto: Research & Development & Writer & Producer based in LA: <https://www.linkedin.com/in/andreamartinsnetto/>
- 00:22:01 aariana linen: So the recruiters do not actually go through each resume. So how do you guys find the correct candidate for the position?
- 00:22:11 Janis Gloystein: Production designer looking for remote part-time work or project-based work from Vancouver, Washington.
- 00:22:36 Okwaas Muhammad: They can process more applicants this way, but candidates are often viewed negatively if they use AI to navigate through multiple companies.
- 00:22:39 Cindy Lackey: If they loved it and it's true, what's the problem?
- 00:22:40 Lori Lynn Reinstrom: I think a lot of hiring managers miss excellent candidates because AI eliminates them
- 00:22:54 Zac Ray: ATS has been broken for a long time and AI is making it worse. If you talk about the human element, it should be from the start. A lot of people are rejected but are extremely qualified.
- 00:22:59 David Marin: aren't clients expecting folks to use ai, using ai to draft content is a tool to maximize efficiency in applications, no?
- 00:23:02 John Stichnoth: Senior Art Director / Senior Graphic Designer [www.linkedin.com/in/stichnoth](http://www.linkedin.com/in/stichnoth)
- 00:23:09 Maggie Soldano: Recruiters have time to check resumes for ai generated content? How is that possible?
- 00:23:09 Dale Block: Hi everyone, I'm a Multimedia MacGyver in the Milwaukee area, also open to remote work. <https://www.linkedin.com/in/dalepblock/>
- 00:23:15 Cynthia Cunniff: The AI id generators are often wrong/off. I've written net-new and had the generator rank it at 50% AI generated.
- 00:23:43 Ladan Baylis: I think AI passes on a lot of candidates that qualify for jobs
- 00:23:53 David Marin: voice-talent were the first ones replaced from what i've seen in video production/commercials
- 00:23:56 Okwaas Muhammad: We are seeing this in real time
- 00:23:59 GABRIELA SCHECHTER: Gabriela Schechter - Bilingual Graphic, Print, Digital Designer
- 00:24:33 Karina Cruz: Art Director/ Graphic Designer <https://www.linkedin.com/in/karinamcruz/>
- 00:24:48 Maryann Fabian: Seeing this with people who control the marcomm budget


- 00:25:04 Guy Micciche: A young inexperienced person who used ai on their application, vs a talented and experienced artist who didn't use it. Who would get the interview?
- 00:25:08 Jane Huntington: I use AI tools when retouching and creating visual content for clients. I also have had to retouched AI generated imagery.
- 00:25:21 Leah Cone: How do you break through or stand out to hiring managers when you reach out on LinkedIn when everyone else is reaching out to them also? I'm finding that I'm getting lack luster responses if I get one at all, which is incredibly frustrating. It feels hopeless and like there are an infinite amount of people out there applying for the same jobs. Not only that, but that there are so many applicants submitting within the first 24 hours that I've stopped even applying to those entirely.
- 00:25:48 David Marin: knowing why ai is making the decisions it makes to inform your decision or explain why something you're doing is stronger will show your experience in whatever your field etc. from what i see
- 00:25:54 Mark Dungey: When I did agency work, I saw a loss in accounts due to the client relying on AI writing rather letting the agency do it.
- 00:25:55 Lori Lynn Reinstrom: @Leah ... I don't find LinkedIn helpful at all either as far as applying for jobs
- 00:25:58 Nicolas Nami: <https://www.linkedin.com/in/nicolasnami/>
- 00:26:09 David Kim: AI will mono-culturize brands that want to or need to differentiate -- i.e., brands will sound the same (voice), look the same (design), feel the same (experience). Ironically, this will bring them back to seeking human talent that can represent human experience in brand architecture.
- 00:26:30 Jane Huntington: Retoucher/Photographer/UX Designer  
<https://www.linkedin.com/in/jane-huntington/>
- 00:26:33 Skylar Franklin: I agree LinkedIn can be difficult for applying for jobs
- 00:26:34 Kaylee Campbell Burton: I don't have a personal story or connection to most of the companies I am applying to. How can I tailor my cover letter to stand out?
- 00:26:46 Cristen Johnson: How do you manage burn out when applying for jobs
- 00:26:46 Laurel Kuitunen: @Leah Cone Yes, same!
- 00:26:54 Payal Sharma: Read an article saying folks who have been out of work for 1+ year are considered "old tech" and being passed over. What are you recommendations for getting Marketing folks ready for the current AI focused workforce?
- 00:26:59 GABRIELA SCHECHTER: Leah, that is so true! I applied right when I saw the email and called the office etc... by the time I got a hold of someone.. it was gone 😞
- 00:27:00 Seananthony Whitehurst Jr.: I think candidates with strong talent may get looked over if the same effort put into their work is not channeled into their resume.
- 00:27:22 David Marin: meditation/prayer, sunshine and exercise @cristen
- 00:27:47 Diana Fitter: what skills should we learn
- 00:28:07 Ladan Baylis: I have LinkedIn premium and I am not seeing a lot of Job opportunities I notice if I try to other jobs you have to pay subscription services
- 00:28:09 Jane Huntington: I managed job search burnout by getting involved in an arts community and political activism.
- 00:28:21 Nancy Ratkiewich: Very frustrating not to connect / speak to human beings with connections to clients needing specific expertise. What is the way to balance the AI responses with human contact .. which is the only way I've found work.

- 00:28:46 Maria Horn: If AI is not “replacing” professions why is the market the way it is?
- 00:28:47 Conor Morgan: To avoid burnout link up with as many recruiters as you can to have THEM do the searching for you.
- 00:28:50 David Marin: assistant editors parsing interview footage, syncing footage or even generating captions - all duties that are now w/ ai\* . transcription services, totally replaced w/ ai.
- 00:28:52 Matt Riley: Agreed Gill!!
- 00:28:54 Cristen Johnson: I love that @Jane
- 00:28:57 Guy Micciche: [www.linkedin.com/in/guy-mi/](http://www.linkedin.com/in/guy-mi/) Video/Motion Lead
- 00:28:58 Brooke Krause: The human connection is so important!
- 00:29:00 Jennifer Wanderer: so why is the market so bad? I heard that companies are waiting to see how AI is going to evolve and if they need designers that do AI.
- 00:29:01 Katie Welker: Excellent point, Gill
- 00:29:08 Jonathan Glenn: Jonathan Glenn
- (He/Him)
- Video Editor | Post-Production Manager <https://www.linkedin.com/in/jonathanglenn/>
- 00:29:09 Guy Micciche: [guymicciche.com](http://guymicciche.com)
- 00:29:14 Margaret Litwin: AI is so so soulless for us creatives!
- 00:29:27 Jennifer Garcia: I think offshoring + AI @ Maria Horn
- 00:29:28 Diana Banuelos: As a creative, I feel like we already wear so many hats. How do you decide which skills to upscale?
- 00:29:32 Laura Pritchard: So many clients don’t care about EQ. They care about the bottom dollar.
- 00:29:33 Kim Sykes: Please address the unspoken age bias in marketing for Gen X candidates.
- 00:29:37 Mark Dungey: <https://www.mark-dungey-copy-and-content-creator.com>
- 00:29:40 Okwaas Muhammad: I love that
- 00:29:53 Geniene Pernotto: Yesss, talk about GenX age bias especially for women!
- 00:29:56 Mark Dungey: Thank you Kim!
- 00:29:57 Leah Cone: I’m also getting stuck on my portfolio. I, of course, have the work product and assets that were created in the execution of the SOW, but compiling them into a beautiful website is stalling things. How important is it for the portfolio to be formatted on a website versus the specific files being shared in a Dropbox or Google file? It gives me so much anxiety to spend time on this when I need to be applying for jobs.
- 00:30:07 Jason Sagat: Not yet
- 00:30:09 Zac Ray: Engineers are more in danger than designers. Frontend and backend code can be easily generated by machines, but the human element of design cannot be composed by machines. There are too many nuances in how people navigate software, specifically for their industries. Sure, AI can generate a design system and give you an idea about a layout, but ultimately a human has to talk to humans to understand how they need to interact with the tools.
- 00:30:14 Jason Sagat: ?
- 00:30:41 Zac Ray: However, designers are being laid off and more engineers are being hired...

- 00:30:42 Ladan Baylis: I'm an assistant editor and I have not worked for two months and sometimes there are not job postings <https://www.linkedin.com/in/ladanbaylis/>
- 00:30:56 Skylar Franklin: Does it help to your advantage to have business cards printed out so you can hand them out to other companies or is it more reliable to have a QR code printed out that will take you to the business card digitally?
- 00:31:24 Jason Sagat: AI, AI, AI
- 00:31:36 Ignacio García:@Leah Cone...I can relate! We're in the same boat. Thanks for sharing that. Would love to connect: <https://www.linkedin.com/in/helloignacio/>
- 00:31:53 Okwaas Muhammad: Our skills will have to be able to Adapt to AI
- 00:31:54 Zac Ray: Companies will look for "AI experience" but no one actually has enough experience in new AI tech.
- 00:31:56 Alisha Jacobs: Can cover letters be relaxed in the creative field or do they still have to be super formal.
- 00:31:57 Cynthia Cunniff: The ability to wear multiple hats and a willingness to work beyond the 40 hour week
- 00:32:36 Leah Cone: Let's connect! <https://www.linkedin.com/in/leahcone/>
- 00:32:51 David Kim: @Zac. Agreed. And soon, 'prompt engineering' will be obsolete. Everyone will be doing it. AI prompts will replace Google search, SEO, et al.
- 00:32:54 Maryann Fabian: Companies want AI experience but these same companies have not put AI policy in place as to what is acceptable
- 00:33:00 Kim Sykes: Hiring managers don't seem to understand that marketers can cross industries as skills as transferable. The "feedback" I get for not advancing as a candidate to hiring is that I don't have "industry" experience when during the interview I've given relevant examples according to the JD of how my experience is transferable.
- 00:33:06 David Marin: i just asked hiring managers what the metrics are for video editor in their company (video analytics on platforms or sales) and they said, "good question" we don't track that just "speed from request to market"
- 00:33:09 Dale Block: +1 Maryann !!
- 00:33:13 Julie Hillier: What are the top three roles in the creative marketing world that employers are hiring for?
- 00:33:26 Kadi McDonald: Because of the way the current job market is for creatives, it really seems like employers can find those people who have specific industry experience. And frankly, ATS systems seem to be really good at filtering out those who don't have VERY specific experience.
- 00:33:37 Camille Tyler: Wait. Is this webinar for creatives or people that work in marketing? How can you measure my artwork?
- 00:33:50 Cristen Johnson: I'm finding it hard to quantify my work
- 00:33:55 Jeff Miller: I get different feedback every time I have my resume reviewed. I am just completely confused now on my resume and cover letter. Not sure what hiring managers actually want to see. Same with my portfolio.
- 00:34:04 Skylar Franklin: @Camille that's a good question
- 00:34:11 Margaret Litwin: Would love to connect with you all!! 🌸 I'm a creative social and digital marketer with a background in multimedia, SEO and YouTube: <https://linkedin.com/in/margaretlitwin>
- 00:34:16 Raymundo Gonzalez: I agree @kim Sykes . transferable skills in this industry should pose a higher value

- 00:34:17 Jason Sagat: Also I make digital art from my photography incase anyone wants to explore - <https://jasonsagatart.com/shop>
- 00:34:18 Kateryna Gontaruk: I heard designers should not have a designed resume and it should be really basic so that AI software can parse it properly. Is this true?
- 00:34:25 Geniene Pernotto: You're talking marketing speak but writing & art aren't always quantifiable
- 00:34:28 Skylar Franklin: Because I'm a graphic designer and I don't know if this is fitting for my skills
- 00:34:41 jim sullivan: What if you're not privy to the metrics?
- 00:34:45 Conor Morgan: Yes, simplify your resume and avoid styling it
- 00:34:51 Lori Lynn Reinstrom: I hate the word "metrics" 😞
- 00:34:58 Jeff Miller: My resume has been whittled down to nothing. It really doesn't tell my story, but it passes ATS!
- 00:35:00 Skylar Franklin: Yeah I don't think AI skills should be more important than core skills and experience
- 00:35:06 Sharon Ezzeldin: I see so many resumes with things like "grew by 20%" but statistically, how can that many people grow by these impressive amounts? /scratch head
- 00:35:22 Daniel Love: I have an ATS-friendly resume and another that's more visually appealing
- 00:35:27 janet majors: Critical thinking is EVERYTHING because you need humans verify the AI content, make adjustments for bias, etc...
- 00:35:30 Raymundo Gonzalez: can you talk about resume formats you ladies prefer?
- 00:35:44 Mark Guarino: Fact checking AI is important
- 00:35:54 Leah Cone: @Sharon - I work with startups, so 20% growth is definitely possible
- 00:36:01 Jordan Tempro: +1 @Daniel - I've had an ATS resume that I use to apply, and a designed on on my portfolio
- 00:36:04 aariana linen: I am wiling to work in person, hybrid, remote aka ALL THE ABOVE. Please reach out to me.
- 00:36:14 Jessica Mencunas: @Kateryna - Career Coach and Resume Writer here, yes that is true. You can have a visual resume .pdf to share via email but more simple format is best for ATS
- 00:36:20 Jonathan Glenn: Metrics does not apply as a creative editor. I can't say I added 37% more edits to a TV show. Or My edits added 100% more viewers.
- 00:36:23 Mark Guarino: Amazon requires employees to be on campus at least three days a week now.
- 00:36:24 Sharon Ezzeldin: @leahcone, oh, 100% :) But as a writer, I don't know how much growth, etc. I can boast about.
- 00:36:31 Ross Martin: Is there some course to get a certification to critically think? Can I just put critical thinking on a resume because I'm a critical thinker?
- 00:36:36 Leslie Delhomme: I work at a startup, remotely
- 00:36:40 Kevin Culligan: Reminder that if you have topics you'd like our panelists to cover, please use the Q&A function rather than the chat. It's hard to keep track of things here! Our panelists will take a look through the questions at the end

- 00:36:51 Peter Monk Craig: I honestly believe in-person will always produce the best results and miss it terribly
- 00:37:01 Leah Cone: @sharon - ask about KPIs like clicks on the article or conversions, traffic driven to the website etc
- 00:37:03 Kateryna Gontaruk: Super helpful to hear all of your thoughts on designed vs not designed resumes, thank you
- 00:37:06 Mark Dungey: Strange how it's worded: Willing to work in-person. I'm actually willing to work remote.
- 00:37:07 Jeff Miller: I lost my last job because I could not relocate across the U.S. There are no onsite opportunities where I live, so remote is a must for me.
- 00:37:07 David Marin: right on, thx jonathan. it's tough to leverage additional growth if not showing immediate impacts of projects, so all i can think for editors is show work that's landed new business or new clients from past projects
- 00:37:24 Cheryl McLeod: Put Your Questions in the Chat
- 00:37:29 Geniene Pernotto: That tends to be sexist if you are a mom and need the flexibility or live somewhere that big companies are not located. Seattle, San Fran, NYC are ridiculously expensive
- 00:37:32 Seananthony Whitehurst Jr.: Bigger companies definitely ant to get people back in the office, so they can micro-manage and then train the people they are going to out-source your work too.
- 00:37:34 Zac Ray: Tech startups in SF are pushing for RTO regardless of size. Founders and VCs want people in offices.
- 00:37:37 Jeff Foster: Video editing, photo editing, thankfully can be done from anywhere!
- 00:37:44 David Marin: same with guitarists who sing, 1. good singer 2. good looking 3. good guitarist, but not all 3 lol
- 00:37:51 Nancy Ratkiewich: Can you show us samples of acceptable resume and portfolios that 'work' ? NO luck with recruiters getting ack to me (2 in over 1000 submissions in the last 2 yrs honestly!) What is the way to make connection with Humans that can connect Creatives?
- 00:37:57 Jessica Rei: I'm seeing more in-person (hybrid roles) in the states for various industries
- 00:38:01 Brooke Krause: If you're missing certain industry experience, are there any recommendations for entry level jobs, certifications, or education you'd recommend?
- 00:38:07 Branden Keller: Google, Amazon, Walmart all require on-site work for tech. Microsoft is mostly hybrid now as well.
- 00:38:29 Dale Block: << non-good-looking guitarist. :D
- 00:38:37 Mb Story: Yes Sam I believe you're right
- 00:38:40 Jordan Temprow: @Branden Apple too
- 00:38:46 Kevin Flicek: I'm seeing a lot of job descriptions that want a jack of all trades but not wanting to pay or have the resources to support. Why is that...
- 00:38:49 Kim Sykes: They're looking for young people! UNFORTUNATELY for those of us over 50 who are too young to retire and too old to hire but who DO have the current marcomm skills and CRM skills that they need.
- 00:39:08 janet majors: Walmart does 3 days/week

- 00:39:13 Zac Ray: Downside, a lot of tech startups have left SF or are in other states, AND they want in-office or hybrid workers. It's rough out here in the Bay Area.
- 00:39:16 Jeff Miller: True story Kevin! Now you have to be a designer, developer, and do motion graphics!
- 00:39:20 Ignacio García: Great question @Nancy Ratkiewich!
- 00:39:32 Maryann Fabian: I think a lot of companies renewed their office lease and now need to justify the expense so more people need to come in office.
- 00:39:45 Margaret Litwin: Figma's going to be huge since it didn't end up merging with Adobe.
- 00:39:47 Kim Sykes: LOL, Walmart greeter the resting place for our of work Marketing Directors.
- 00:39:51 Jeff Miller: Exactly!
- 00:39:53 rachel cynthia jones: But the rates dpm
- 00:39:57 Erin Edwards: @Nancy that's a great question, can you put it in the Q & A so they answer?
- 00:40:06 rachel cynthia jones: But the rates don't reflect the requests
- 00:40:21 Jess Mueller: 
- 00:40:24 aariana linen: Is there anyone hiring for a digital marketing position?
- 00:40:27 Jordan Temprow: Figma for sure
- 00:40:35 Amanda Robinson: So they are looking for a specific designer and just calling it graphic designer.
- 00:40:36 Kevin Flicek: Gillian - you cannot have one person do all the roles why don't companies understand that.
- 00:40:40 Ladan Baylis: what about post production and Assistant editing
- 00:40:47 Jeff Miller: Every graphic design job requires Figma now...
- 00:40:50 Seananthony Whitehurst Jr.: I agree Gillian! They want Graphic Designers to be Videographers now too. But Figma is the way to go.
- 00:40:56 Cheryl McLeod: sketch was first before Figma
- 00:40:56 Dale Block: So if someone deals in audio, graphics, video and -some- web work, what is a "sexier" title?
- 00:41:00 Mark Guarino: What are the content strategy trends?
- 00:41:01 Marc Castillo: As an email developer, a lot of the designs that I had to code out were done in Figma. In the agency side, it was Photoshop
- 00:41:04 Stephanie Stevens: So where can we get the experience...
- 00:41:10 Kamran Hameed: what's figma?
- 00:41:12 Jess Mueller: I have been turned down for a job because I didn't have "working" experience with Figma. Knowing was not enough 😞
- 00:41:12 Leiza Cypriano Brown: For project managers in the creative world, is the PMP a must?
- 00:41:17 Geniene Pernotto: I've seen writing jobs that require a design background. What?
- 00:41:17 David Kim: Midjourney, Runway, Udio, Premiere
- 00:41:20 GABRIELA SCHECHTER: Figma will be for me 😊 time to learning
- 00:41:24 Kevin Flicek: It's so unrealistic then they low ball us ...cmonnn
- 00:41:31 Lori Lynn Reinstrom: I hate how hiring managers post for a copy editor when what they really want is a copywriter and vice versa. They are 2 very different things.



- 00:41:37 Charles-Lee Howard: any thoughts for Creative/Marketing Project Managers or Creative Services PM?
- 00:41:44 Ross Martin: I quit video editing because you need to know EVERYTHING!
- 00:41:46 Jennifer Clark: Google, Coursera, IBM - some have free classes and some cost (mostly AI and Data Analytics)
- 00:41:49 Jordan Temprow: DesignLab has a pretty good Figma bootcamp
- 00:41:52 Michelle Fernandez: Companies seem to want a unicorn candidate instead of giving someone with transferrable skills a chance
- 00:41:55 Skylar Franklin: What if you only know very little experience about Sigma but are experience in Adobe Creative Suite. Does that mean it's going to be more of a struggle to get a job
- 00:41:56 Darci Oltman: Yes a candidate can be good at many things due to online learning
- 00:41:57 Kevin Flicek: I've just went through experience saying yes... you'll only be focusing on this but then end up doing all of it when I get onboarded.
- 00:42:02 Zac Ray: Product Designers need to know how to conduct, document, and socialize research in addition to designing in Figma. Product Designers should also have an understanding of basic coding language (but do not need to know how to code).
- 00:42:06 Leslie Delhomme: Coursera is a great way to learn new skills
- 00:42:08 Jason Sagat: We all gotta be unicorns
- 00:42:08 GABRIELA SCHECHTER: LinkedIn learning
- 00:42:09 Sharon Ezzeldin: I can't keep up with the comments lol. Will we see them when we received the recorded audio?
- 00:42:16 Lori Lynn Reinstrom: I saw a job posting today that was entry level, but they wanted someone with 2-10 years of experience and were only paying \$25/hour. Seriously?
- 00:42:21 Branden Keller: In tech work, the further downstream you are the better. More coding ability means more influence over the product or service and more job security for you.
- 00:42:26 Patrick Mansfield: There are some good intro videos for Figma on YouTube
- 00:42:31 Jordan Temprow: ^^^
- 00:42:34 Thomas Helland: Job descriptions usually ask for all skills, though.
- 00:42:34 Leiza Cypriano Brown: Any thoughts for Creative/Marketing Project Managers?
- 00:42:35 David Kim: @Lori, this. And Copywriters have to be equally adept at content writing, script (screen) writing, business writing, white papers. case studies...
- 00:42:37 Krista Coutts: it seems every company is looking for the purple squirrel...that really doesn't exist!
- 00:42:42 Kim Sykes: Absolutely Sam! But then when they do ask for it all and you can demonstrate your broad skills, you hear you are too much of a generalist.
- 00:42:51 Lori Lynn Reinstrom: No one wants to teach the skills in the job.
- 00:42:51 Mb Story: Yes
- 00:42:59 Christopher Rogers: I'm just appreciating every one of these panelist's input. Unusual in these things, but they're all making solid points. Gillian is a STAR. And Sam is so bright and clear.

- 00:43:00 Geniene Pernotto: Learning on the job is fast and easy if you have been learning new programs ever since entering the job market (GenXers)
- 00:43:00 Carlos Rivera: What is the best way to break through the AI filter of HR departments when submitting resumes?
- 00:43:01 Mark Dungey: I'm with you there Krista.
- 00:43:01 Jessica Mencunas: What would you recommend to a Graphic Design still undergrad, any specific things you would suggest to be most marketable after grad?
- 00:43:01 rachel cynthia jones: @zac, are you a product designer? If so, how or where did you train?
- 00:43:04 Amanda Boulton: Yes, no one wants a generalist
- 00:43:06 Tatjana Jovancevic: Thanks you for that purple squirrel analogy!! That trend has been going on for so long—they expect one person to be everything.
- 00:43:07 Marc Castillo: Do clients want to invest that kind of time to train?
- 00:43:08 Carolyn Flynn: I feel Ageism is real issue—thoughts? Thanks!
- 00:43:09 David Marin: thanks for speaking on that, Sam. — upskills while on the job. i'm curious how much of that is still considered from hiring managers
- 00:43:20 Amanda Robinson: It has always been a thing that companies want someone to do everything but pay them as just a graphic designer. Those specific jobs pay differently for each person. Also, if you want me to be a Multimedia Designer then I should be getting 6 figures.
- 00:43:20 Kevin Flicek: Thank you for trying to level set.
- 00:43:22 Juan Jaimes: Totally agree with you Sam!
- 00:43:23 Tina Lyons: Agree with you Sam
- 00:43:24 Seananthony Whitehurst Jr.: Learning on the job is the way of a designer lol
- 00:43:36 Zac Ray: Lori, there has been a complete devaluation of designer salaries because so many people have been affected by layoffs. Companies are taking advantage of designers, especially older designers like myself and fresh grads.
- 00:43:38 Jeff Miller: Yes Ma'amj Carolyn! That is a part of my issue as well!
- 00:43:39 Lisa Selwitz: Yes, can you speak about ageism?
- 00:43:41 Jordan Temprow: YouTube All Day
- 00:43:47 Cristen Johnson: What type of skills/questions should you be asking in order to get to senior level. I find that these courses are not really talking about that
- 00:43:54 Tatjana Jovancevic: Ageism is an issue. I have 20+ years of exp. How to market oneself??
- 00:43:57 Ladan Baylis: dose certification even help I
- 00:43:59 Stephanie Stevens: The SEO course on HubSpot was great!
- 00:44:00 Jennifer Clark: 😊
- 00:44:00 Lauren Turetsky: +1 to ageism and also to offshore talent
- 00:44:13 Kim Sykes: I can't even get a contract role...the market is so competitive and often I think people getting hired already have jobs while those of us who have been unemployed for over a year are competing with them.
- 00:44:13 Brooke Krause: Is there any advice about reaching out to a recruiter?
- 00:44:13 Branden Keller: Ageism begins at 35 in tech. It's absurd.
- 00:44:39 Kevin Flicek: @branden keller omg...it's real and I'm like I grew up in the age of the internet!

- 00:44:41 Deb Merlino: I think when looking at a job role, it's also part of the recruiters job to guide the client.... And give them a candidate that has the most important skill that take years and can develop some skills that don't require another role - like layering on animation... that's another mindset and many art director roles require animation with after effects, digital with figma and design with all of Adobe suite + they need to also know SEO... impossible....
- 00:44:42 Aron Brand: You mentioned Figma as being an important tool for today's GD, but how do you see it in the level of importance for a Motion Designer that has vast experience in typical motion design programs? Thanks.
- 00:44:49 Kevin Culligan: We will be sharing a fully copy of the chat with all webinar registrants, yes 👍
- 00:44:54 Barbara Bernard: the folks on this call all look the same (young) age ;)
- 00:45:02 David Marin: a company who's work i want to contribute and actually give part of my life to.
- 00:45:02 David Kim: @Branden, and tough for IC. If you didn't pursue management, you're in a dilemma
- 00:45:06 aariana linen: Why is it so hard to get in contact with a recruiter from creative circle?
- 00:45:21 GABRIELA SCHECHTER: Good question Aron... motion design?
- 00:45:22 Deb Merlino: Low paying roles- especially freelance
- 00:45:22 Marc Castillo: I need to be remote because I suffer from PTSD and being around large groups of people triggers me
- 00:45:25 Patrick Mansfield: @Aariana — I second this
- 00:45:25 Ray Wong: Dumpster fire = 2024
- 00:45:37 Geniene Pernotto: Remote work allows for life flexibility
- 00:45:37 Seananthony Whitehurst Jr.: Yes. Remote has spoiled us. Save so much money.
- 00:45:39 Jennifer Clark: yay
- 00:45:42 Jason Isaac: I hope so. It's rough out there.
- 00:45:42 Meghan Ruger: Same it very hard to talk to a recruiter
- 00:45:43 Zac Ray: @Rachel, yes, I'm a Product Designer with 15+ years of total design experience, 7+ in product. I have a background in visual communications (graphic, advertising, marketing, etc.), and I had to adapt an grow into the product space (UI/UX). This was a combination of personal and professional learning.
- 00:45:47 Amanda Boulton: Hard To get slower
- 00:45:51 Sean Hicks: I'm bouncing off the walls. Wouldn't mind going in a few days. LOL
- 00:46:02 Mark Dungey: I'm a little disappointed to see "Company Culture" so low as it includes most everything else in the poll.
- 00:46:02 Meghan Ruger: Same I am down or hybrid
- 00:46:03 Katie Welker: And a lot of clients are in budgeting season right now, so they're planning for those open head counts and new needs that they'll need to book talent for soon
- 00:46:05 Deb Merlino: I think also pay should be related to remote or in office
- 00:46:12 Peter Kieliszewski: "I'm a people person!"

- 00:46:12 David Marin: as a candidate, i just see a remote job as an op for a job in another city but wouldn't plan on relocating unless expenses are paid.
- 00:46:18 Maryann Fabian: Do you see more temp positions vs wanting to hire permanent?
- 00:46:19 Conor Morgan: As a parent of 2 kids, remote work is so helpful with my day-to-day
- 00:46:27 Jennifer Wanderer: do you know why the market is so bad right now? I have been unemployed for 4.5 months now.
- 00:46:37 Marc Castillo: As a developer, I should be able to code anywhere. I don't need to be in an office to do this
- 00:46:40 Leah Cone: I haven't broken through to anyone and I have an amazing resume. I've been looking for work for over 6 months and about to have to pack up and move home. It's really scary.
- 00:46:54 Christian Jordan: The ability to work remotely and have a good work life balance and good company culture are important to me. I don't want to work for a company who's culture is toxic even in a remote position.
- 00:47:08 Kevin Flicek: ^^^
- 00:47:09 Dale Block: +1 on regarding the state of the market? Thoughts on why it's been so bad?
- 00:47:11 Camille Tyler: 20 months and counting. 400+ apps, ONE interview. I have 15 years of experience
- 00:47:20 Thomas Helland: What is the age cut off for who you'll hire? I'm 63 and have not had one offer in the past year, even though I've applied to multiple jobs everyday.
- 00:47:34 Jordan Temprow: @Camille <3 It's going to happen for you
- 00:47:45 Jennifer Clark: Yes camille
- 00:47:47 Betsy Kelso: Resentment is not something you want for your workforce - 5 days per week will kill so many cultures
- 00:47:49 Leslie Delhomme: i don't think everywhere will go back to 5 days a week at work
- 00:47:49 Kevin Flicek: Pay us more to be onsite!
- 00:47:50 Skylar Franklin: I have a question about Figma. I've used it for a class before and I thought this software was solely for UX/UI design. Are most companies hiring for a graphic designer looking for them to solely know Figma for every design aspect?
- 00:47:50 Jeff Miller: I am in the same boat Camille...22 months and countless resumes sent.
- 00:47:51 Cristen Johnson: Mental health also
- 00:47:54 Mark Dungey: I'm with you there Thomas (55 here).
- 00:47:54 Nancy Ratkiewich: Yes.. Thomas can you also ask that on Q+A?
- 00:47:56 Branden Keller: If you're struggling right now—it's not just you, it's them!
- 00:48:03 Jessica Mencunas: If anyone would like to have a resume reviewed or career coaching, job search strategies, please feel free to reach out on LI, DM Me. <https://www.linkedin.com/in/jlmencunas1/>
- 00:48:04 Sean Hicks: I've been unemployed since April of 23. Thank goodness I have been able to get clients on my own. But it's rough.
- 00:48:07 Carolyn Flynn: As recruiters, would you please address ageism? Thanks!

- 00:48:10      jennifer marshall:      holler Sam
- 00:48:13      Stephanie Stevens:      Amen Sam!
- 00:48:15      Kadi McDonald:      The problem is that these companies simply don't care. They know that most of us HAVE to work...and that remote work is becoming more and more scarce.
- 00:48:23      Tatjana Jovancevic:      Yes Sam!
- 00:48:24      LaTisha Clayton:      Traffic is so 2019.
- 00:48:26      Amanda Robinson:      And people talk too much at work. Especially if you are in an open floorpan. It's so distracting.
- 00:48:27      Marie Astrid gonzalez: I prefer in person 100%!! So much more collaborative and human-centered! Sure 1-2 days remote is great to help with time waisted in commute, but we spend way too much time working around technology. So there has to be a split
- 00:48:44      Jason Phillips:      Also remember that companies have reall estate burden to rectify if they want 100% 5 days a week.
- 00:48:46      Mark Dungey:      I'm with you there Marie.
- 00:48:47      Kevin Flicek:      As millennial, if you're not loyalty to us why should we be loyal to the company who sees us replaceable.
- 00:48:47      Jaime Holcombe:      Yes, please adrees ageism.
- 00:48:48      Jessica Mencunas:      Ageism is a thing, however there things you can employ as a job seeker to help counter ageism.
- 00:48:48      Kim Sykes:      Sean Hicks...me too since July of 2023. I've had over 50 interviews and my career coach says I interview really well. Urghhh!
- 00:48:52      Margaret Litwin:      Hoteling is the worst! My old employer is doing it, and everyone is dreading it.
- 00:49:04      Diana Fitter:      me too. Can't find an in person job anymore
- 00:49:13      Rakesh Malik:      Most of the VFX studios in BC are remote ore hybrid now
- 00:49:15      Sean Hicks:      It's rough out here Kim
- 00:49:28      Kevin Flicek:      Companies off shore critical roles and layoff onshore.
- 00:49:29      Betsy Kelso:      Jason P - yes! The RE part of this is big - and their leases are long, so they do need to rectify - 100%...still...it's going to be a struggle for some
- 00:49:35      Kadi McDonald:      Their asset portfolio shrinks with less properties and most have signed long-term leases, so they're losing money if people won't go back into the office.
- 00:49:36      Rakesh Malik:      But not hiring juniors at the moment, because there are so many unemployed senior VFX folks still
- 00:49:49      Leah Cone:      We need help and advice about how to break through to get the interviews in the 1st place. They're talking about it from the company and hiring manage perspective and issues they have with hiring. These concerns aren't the same ones we have when we can't even get a job. I would take anything at this point
- 00:49:51      Charles-Lee Howard: I don't mind going to the office for 1 month at all. I know some companies do that. a hybrid schedule is fine the option is to have long periods of remote work as optional. the only reason I need work remote is to take care my parents
- 00:49:58      Alina Saczek:      Ageism is a BIG issue for me also. Lets please discuss!
- 00:49:59      David Marin:      thanks so much, everyone! Devin, Sam, Ashleigh & Gillian! will have to watch the rest on the recorded link/upload. 🙏

- 00:50:00 Tatjana Jovancevic: How can I work from Europe? ! Ive been w CC for years and now I can't.
- 00:50:00 Kim Sykes: Yah, and I've even taken a Salesforce Administration certification and now I'm working on getting an AI prompt engineer certificate. That doesn't seem to make a difference.
- 00:50:04 jim sullivan: Remote work is about health, economy, safety, and carbon footprint
- 00:50:05 Leilani Patrick: Especially as a creative. A lot of my inspiration comes from being in new environments and switching up my day to day. Not confined to an office space.
- 00:50:15 Sophie Welter: I'm in the same boat Charles-Lee
- 00:50:19 Kadi McDonald: @ Leah - SAME
- 00:50:24 Leilani Patrick: It's nice to have flexibility.
- 00:50:27 Zac Ray: I'd disagree considering designers (and engineers) need a lot of heads down and blocks of time to do deep design work. Designers are always pulled into things in the office and it's extremely disruptive. Leaders do not account for this or really care. This causes so much anxiety and unnecessary stress for designers, and it makes them less productive.
- 00:50:33 Alina Saczek: Ageism is illegal, yes?
- 00:50:38 aariana linen: How do you stand out with over a 100 applicants for each LinkedIn job post?
- 00:50:52 Leilani Patrick: \*environments
- 00:50:52 Leslie Delhomme: Ageism is illegal, but very hard to accuse a company of doing it
- 00:50:53 Cynthia Cunniff: Ageism is illegal - if you can prove it.
- 00:50:53 Geniene Pernotto: Ageism is EXTREMELY difficult to prove
- 00:50:55 Kateryna Gontaruk: it seems to be nearly impossible to find a fully remote job, at least it has for me. when the candidate pool is the entire country versus people in the city, how do you even compete or stand out?
- 00:51:03 Kevin Flicek: @zac ray forreals! It's so disruptive and unnecessary to have meeting about the next meeting.
- 00:51:08 jim sullivan: Ageism may be illegal but it's not enforced
- 00:51:09 Marc Castillo: @Alina Saczek Ageism is illegal, but that doesn't stop people from doing it
- 00:51:11 Mb Story: Yes
- 00:51:13 Jessica Mencunas: As a job seeker you need to network and be as targeted as possible in your search
- 00:51:14 Jeff Foster: Commuted in Atlanta for a year and couldn't do it any more... as a creative, it's absurd to be on the road for 2 hours a day. Have to provide the time to the person that's serving the company well.
- 00:51:26 Rachel Goldstein: YES!
- 00:51:29 Kadi McDonald: THIS IS ME NOW.
- 00:51:30 Deb Merlino: Ageism is real! And is happening
- 00:51:36 Geniene Pernotto: Yes Sam! Not everyone wants to be a VP
- 00:51:47 Cristen Johnson: AGREED
- 00:51:47 Kate Sivertson: Anyone 50+ "link in" with Marty Gilbert and join NSENG for free - great tips for experienced workers.

- 00:51:48 Ray Wong: Preach Sam!
- 00:51:49 Jane Damiani: Yes, just want to work!
- 00:51:50 Barbara Bernard: I enjoy being an individual contributor
- 00:51:51 Katie Welker: Yes!
- 00:51:53 Geniene Pernotto: Snap snap Sam
- 00:51:53 Dana Fugate: Unfortunately, everyone thinks that people over 45 want to slow down. So not true.
- 00:51:53 Tatjana Jovancevic: Go Sam!
- 00:51:54 Alina Saczek: Maybe we need to keep reminding employers that its illegal
- 00:52:00 Sean Hicks: After applying to a position, then what?!? Wait for a rejection letter, reach out to the HM?
- 00:52:01 Riley Kane: Agreed.
- 00:52:03 Mb Story: Yes yes
- 00:52:05 Guy Micciche: yes
- 00:52:09 Margaret Litwin: As someone who looks 16 but am in my 20's... so much age discrimination.
- 00:52:11 Laura Tu Williams: REMOVE THE BOXES!
- 00:52:12 Patrick Napoli: Totally agree!
- 00:52:22 Angel Campos: I have to leave to take care of something that came up. Thanks for the webinar and I look forward to hearing the rest on recording
- 00:52:29 Amanda Robinson: YES!!!!
- 00:52:33 Jessica Mencunas: @Sean Hicks - Always follow-up within a professional and reasonable timeframe.
- 00:52:46 Kevin Flicek: 👍
- 00:52:48 Kadi McDonald: @Margaret same...except I'm in my late 30s and look like I'm in my late 20s. And I'm not married nor do I have kids...so I'm always assumed to be too inexperienced.
- 00:52:48 Maryann Fabian: @Kate, what is NSENG?
- 00:52:49 Jason Isaac: What's the best way to structure your resume. My background is design, so I've tried to make it both beautiful and functional for readers. However, is it better to just build it in word due to the AI readers.
- 00:52:50 Zac Ray: Sam, this is how I feel. I do think if you look older than the hiring manager, they do not want to hire you. There is a fear around someone "more experienced" coming in. People are too protective of a job and company where that company does not care about its employees.
- 00:52:53 Christopher Rogers: WHAT is Creative Circle doing to encourage companies to "remove the boxes."
- 00:52:54 Deb Merlino: The young people I have had on my team had terrible work ethic... clock in at 8:30 out at 5:00.. not one minute more and then complained when too much work
- 00:52:57 Conor Morgan: Obtaining metrics from marketing people is very important on the success of your designs
- 00:52:59 Juan Jaimes: Totally agreed! Let me out of the boX!
- 00:53:01 Branden Keller: Legal or illegal—Anything in the workplace that is circumstantial is basically impossible to prove. It's gotten away with all the time. Sadly, discrimination against disabilities too.



- 00:53:10 Angela Taormina: The problem is they want to see work across every channel or you're not getting a call back.
- 00:53:11 Carolyn Flynn: Thank you so much for addressing ageism, Sam!
- 00:53:19 Suzie Schofield: It's funny that mid-lifers have tons of experience across all the things - but you aren't supposed to talk about years. Or being a generalist. Or whatever. Age brings such a depth of experience, but in the creative industry: old is expensive. Which of the 2,000 things should I talk about?
- 00:53:21 Amanda Robinson: Exactly!!
- 00:53:22 Tatjana Jovancevic: Sam!
- 00:53:23 Alina Saczek: If you are older, and kids are grown, you have more time/energy available to give.
- 00:53:36 Kim Sykes: Thank you for the LinkedIn tip for over 50 job seekers.
- 00:53:41 Marie Astrid gonzalez: Most people have no imagination. They want to see their exact project in your book!
- 00:53:42 Betsy Kelso: There was a recent study that revealed that young women felt the pangs and impact of ageism more than older women - unexpected but interesting!
- 00:53:49 Seananthony Whitehurst Jr.: Website of course.
- 00:53:50 Jordan Temprow: I'm a UX/Website Designer! If you need help, hit me up! <https://www.fiveninefive.co>
- 00:53:52 Natalie Panetta: YES !! this is huge
- 00:53:52 Ross Martin: Linktree
- 00:53:57 jennifer marshall: YES Gill. Website or one PDF under 10 telling a cohesive story
- 00:54:07 Tatjana Jovancevic: What is the LinkedIn tip?
- 00:54:11 Liz Siuta: @gillian One page portfolio site or multiple pages?
- 00:54:14 Deb Merlino: I have everything on my portfolio but then asked for my LI link and my resume
- 00:54:16 Guy Micciche: I recommend cargo.sites for portfolio showcase.
- 00:54:16 Jeff Miller: What if you have to create fictitious portfolio projects because you can't use the professional work you've done because it is proprietary?
- 00:54:24 Betsy Kelso: Liz - S - yes to that question!!
- 00:54:27 Sean Hicks: @ Jessica- Thanks. I know times have changed, and as someone over 50, I didn't want to fall back to old school interactions.
- 00:54:34 Lindsay Williams: Agreed.
- 00:54:37 Betsy Kelso: I'm not a fan of cover letters either lol - thanks for addressing this!
- 00:54:38 Deb Merlino: Cover letters are a waste of time!
- 00:54:39 Jordan Temprow: @Jeff Fake it till you make it brotha
- 00:54:44 Camille Tyler: I have a website and I HATE sending files but when I've worked w CC recruiters in the past they have always asked for files.
- 00:54:46 Sean Hicks: I hate cover letters
- 00:54:54 Mike Seng: we can't put ALL of the
- 00:55:00 Leah Cone: What do you do when the job post ASKS for a cover letter? Just ignore it?
- 00:55:04 rachel cynthia jones: What about feedback? Is there a world where recruiters can provide feedback?

- 00:55:09 Laurel Kuitunen: @Jeff @ and the company
- 00:55:13 Seananthony Whitehurst Jr.: Freelance Graphic Designer:  
<https://www.seananthony.work> let's grab a digital coffee ☕
- 00:55:26 Branden Keller: What if my personality is that I have no personality!?
- 00:55:28 Zac Ray: I don't think design challenges are equitable and should not be a way to gauge how a person works day-to-day or will perform at the job.
- 00:55:40 Mike Seng: we can't upload all relevant work samples on our sites....
- 00:55:54 Carolyn Flynn: Thanks for the insight/info regarding cover letters, Gillian!
- 00:55:57 Cristen Johnson: I was told recruiters don't give feedback due to liability reasons. Is that true
- 00:56:10 Karina Cruz: I heard cover letters also go through an ATS checker too and look for key words from the job description so mine are becoming full of jargon instead of a well told story
- 00:56:14 Seananthony Whitehurst Jr.: Work on that part at home Brenden 😊
- 00:56:18 rachel cynthia jones: It would be great if someone said, hey do you have any examples of xyz, or if someone said, hey a lot of candidates have been showing this... do you have any examples of that?
- 00:56:20 Alina Saczek: I would love to get feedback from a recruiter. Why doesn't this happen?
- 00:56:26 Betsy Kelso: This has been so great — great community for questions and amazing panelists for answers and insights — thank you thank you
- 00:56:39 Mark Dungey: As a writing I'm "okay" with cover letters. I went with a more non-traditional idea beyond that (sending hardcopy résumé in a box form as an "outside of the box résumé") and I got an agency job because of it.
- 00:56:48 Zac Ray: Cover letters might not be relevant anymore (except for maybe govt, health, etc.) Add a summary to your resume and cater it to the job posting. This will help you get through ATS.
- 00:56:56 Stephanie Stevens: Thank you for saying that devin!!!!
- 00:57:03 Sharon Brown: It's so frustrating to have to upload a resume on an application and then have to re-input all of the info in form fields.
- 00:57:05 Mb Story: Thanks for that Devin
- 00:57:06 Patrick Mansfield: These last 3 years have been weird.
- 00:57:08 Jasmine Smith:Resources for webpage?
- 00:57:09 Leilani Patrick: BREATHE!
- 00:57:18 Geniene Pernotto: Free Calm app? ;)
- 00:57:19 LaTisha Clayton: This was helpful!
- 00:57:26 Ladan Baylis: what about if there is a gap in your resume due to the strike
- 00:57:26 Jordan Tempro: This was so insightful, thank you!
- 00:57:27 Cynthia Cunniff: Thank you!
- 00:57:28 Kateryna Gontaruk: @Gillian thank you so much for the advice about writing cover letters that show personality. I always feel it has to be formal and chatgpt really makes them very formal.
- 00:57:28 Ana Maria Broding: This was awesome!!! THANK YOU!
- 00:57:29 Jess Mueller: Don't forget to touch grass! <3
- 00:57:30 Carlene Welsh: Thank you so much insight that is honest and actionable!

- 00:57:32 Gabriela Ferre: Thank you!!!
- 00:57:32 Ben May: Thank you all for taking the time to talk about this with us!
- 00:57:32 Ignacio García: Thank you much!!!
- 00:57:36 Ladan Baylis: thank you
- 00:57:39 Diana Banuelos: Thanks for taking the time to sum up your insight. We appreciate it!
- 00:57:39 Brian Koff: Thank you
- 00:57:40 Aubree Duran: Thank you so much!! This has been great
- 00:57:40 Lyla Weiss: YES! THANK YOU SO MUCH!!
- 00:57:40 Mb Story: Thanks everyone
- 00:57:41 Laura Tu Williams: Thank you.
- 00:57:42 Leilani Patrick: Thanks so much for this! 😊
- 00:57:42 Marie Astrid gonzalez: Thank you!
- 00:57:43 GABRIELA SCHECHTER: THANK YOU!!!\
- 00:57:43 Lauren Turetsky: Thank you. Yes, helpful.
- 00:57:43 Betsy Kelso: I almost want to cry at the “breathe - it’s been a weird year” statement from Devin. Yes, yes it has. Sam, Gillian and Ashleigh and Devin - TY
- 00:57:44 Kate Boster: Thank you!...Appreciate all of your talking points and your empathy!
- 00:57:45 Sarah Godby: THANK YOU!!
- 00:57:45 Leslie Delhomme: Thank you for having this!
- 00:57:47 Sean Hicks: Thank you everyone
- 00:57:48 Branden Keller: Thanks. This was written by Al.
- 00:57:48 Hope Jidenma: Thank you! BREATHE ❤️
- 00:57:50 Zina Oduah: Thank you
- 00:57:50 Jason Chan: Thank you
- 00:57:51 Geniene Pernotto: Merci!
- 00:57:52 Amanda Boulton: Thank you all!
- 00:57:52 Masha Aptekar: Thank you!
- 00:57:53 Patricia Shetley: Thank you everyone.
- 00:57:53 rachel cynthia jones: Thank you
- 00:57:53 Anna Dantas: Thank you!!
- 00:57:53 Camille Tyler: It’s easy to say to breathe, but when you’re 20mo unemployed and \$20k+ in credit card debt bc you’ve had to live on them, breathing is not that easy
- 00:57:54 Jeff Miller: Thanks so much...would love to work for CC!
- 00:57:54 Shannon Hart: I thought it was me. This market is hard, however my non-profits project have benefitted and leaders LOVE my work.
- 00:57:55 Miranda Peters: Thank you everyone! This was very helpful!
- 00:57:56 Felice Lam: thanks all! :)
- 00:57:58 Lauren Overton: Thank you!!!!
- 00:57:58 Kara Williams: Thank you!
- 00:57:59 Patrick Mansfield: If you have a resume gap, add a “self employed” entry
- 00:57:59 Nehemie Jean: Thanks guys!
- 00:57:59 Riley Kane: Thank you, panelists!

- 00:58:00 Stephanie Stevens: Thank you all!
- 00:58:00 Deirdre Berney: Thank you, all!
- 00:58:01 Darci Oltman: Good insights, thank you!
- 00:58:01 Tim Beckett: Thanks all.
- 00:58:03 Kevin Flicek: Thank you everyone!
- 00:58:04 Jonathan Glenn: Thank you panelists for your advice and help.
- 00:58:04 Steven Taub: Thank you and Cheers
- 00:58:04 David Kim: Thank you Ashleigh for moderating, and for all the insights -- Devin, Sam and Giliian!
- 00:58:04 Diane King: thank you SO much for all this valuable information & insights!!!
- 00:58:04 Shannon Hart: Thank you.
- 00:58:05 Sally Mei: Thank you!
- 00:58:05 Abby Martinez: Appreciate the encouragement and insights! Ty.
- 00:58:06 eric aldrich: THANK YOU!
- 00:58:06 Laura Tu Williams: Can we have the chat log too? : )
- 00:58:07 Maryann Fabian: thanks, all!
- 00:58:07 Chinwe U: Grazie!
- 00:58:11 Christopher Rogers: Nice point wrapping it up, Devin! Be prepared to change what you do for a living and be open!
- 00:58:11 Katie Mantle: Thanks everyone! Super helpful!
- 00:58:14 Leah Cone: Thank you! Can we do this again soon? There is so much to cover and so many questions we all have
- 00:58:14 Carlene Welsh: Yes to a recording from a brilliant host, panelist and Creative Circle team! We got this together.
- 00:58:14 Shirley Ramos: Thanks Devin, Ashleigh, Sam and Gillian - really appreciate this kind of forum
- 00:58:15 Mark Dungey: Thank you to those that showed up, thank you to the panelists and organizers.
- 00:58:16 Janis Gloystein: Thank you. This has been great. I've worked for CC for decades! I've been remote since that time, nothing new to me.
- 00:58:18 Dan Mowery: Thank you, excellent session!
- 00:58:18 LEAH RUNCHEY: Thank you Ladies, some good insight!
- 00:58:19 Patrick Mansfield: thank you all
- 00:58:19 Riley Kane: HARRIS/WALZ LET'S GOOOOOOO!!!!!!
- 00:58:21 Jennifer Wanderer: thank you
- 00:58:22 Peter Monk Craig: Thanks for holding this!! Good to see I am far from alone in this crazy industry 😊
- 00:58:24 Sophie Welter: Thank you all CC staff!
- 00:58:26 jim sullivan: 👍😊❤️ Great job!!! Thank you soooo much!!!
- 00:58:27 Shelby Skumanich: Thank you!!
- 00:58:27 Jennifer Clark: Thank you.
- 00:58:27 Conor Morgan: Thank you!
- 00:58:28 Christine Mitchell: Thank you
- 00:58:28 Laurel Kuitunen: Thank YOU - Need JOB please 😊
- 00:58:28 Zac Ray: Thanks all and best of luck to everyone!

- 00:58:28 Kavita Shahane: Many thanks and good luck everyone!
- 00:58:29 Carolyn Flynn: Thanks All! Very informative—truly appreciated!
- 00:58:29 Vince Carey: Thank you very much!
- 00:58:29 Lauren Terry: So appreciate you all, this has been the best discussion I have heard in months! Thank you
- 00:58:30 Matthew Winbery: Thank-you Creative Circle 😊
- 00:58:30 Lenis Choi: thank you!
- 00:58:30 Jeff Borg: Thanks for all the tips.
- 00:58:30 Jordan Temprow: <3
- 00:58:30 Nancy Ratkiewich: Please help us find the way to talk to each other and support best forte!
- 00:58:30 Yuliya Baukova: Let's connect! <https://www.linkedin.com/in/yuliya-baukova>
- 00:58:30 Juan Jaimes: Thank you so much! Gracias to you all CC.