Interview Skills

Q. Tell me about yourself?

Ans Framework:

* Hook (Story)
* Two Strengths
* What’s in it for me?
* How I fell into the field and why you do what you do?
* Why are you interested in this role and this specific company?
* Tie in the company mission statement and how it aligns with your mission statement.

Q. Why do you want to work with us; or what are you a good fit for the role?

* What are my unique skill sets and how do those align with the company?
* Is this company doing work that is cutting edge?
* How do they differentiate them in the marketplace?

Q. Strength and Weakness

* What do you think they’re really looking for here?
* How do your strengths relate to the role?
* For Weakness – think about a non-job essential Weakness?

Q. Why are you leaving your current Job?

Focus on positive of why are you looking to leave your company – Focus on where you could grow and where you could learn or where you can continue to develop as an employee in this new opportunity. Speak to this specific growth point in the interview?

How you are not being challenged in the current role? – Where I am lacking personal development and growth. – How will this role will help you gain experiences or skills you desire? – What challenges will you be able solve in the future role which you are not able to solve now.

**Memorable interview answers with effective storytelling**

**Write down 10-15 compelling Situations from last two jobs that demonstrate your ability to overcome obstacles, deal with crisis or develop a successful working relationship – highlight competency that you possess (Relate with the behavioural skills required for the job)**

**Common Themes**

* **How you deal with a person who’s personality is different than yours?**

In my last role, my team often did joint workshops. I shared the territory with more senior sales rep. He was fantastic with clients. He could really build rapport and never lacked confidence at making the ask. Which I was always impressed by. However, our styles were different as night and day. He often winged at meetings, while I really value preparation. At first, our difference in styles really clashed. And if I’m honest, I don’t think we really valued each other strengths. However, it was when I was working with Bob that I started to understand the art and science of selling. I learned X.Y,Z, and we started complimenting each other and grew together.

* **How you deal with a conflict?**
* **How do you demonstrate adaptability to the culture?**
* **How do you value work place diversity, Equity and Inclusion?**

**Value Intellectual humility, new ideas and perspectives in interview? – Impact of diversity – value inclusion – honor in the importance of diversity**

**Follow up questions?**

* **Question that demonstrates that you have done your research?**
* **Question that shows you have been listening throughout the interview?**
* **Questions that confront any issues?**
* **Questions that help you understand the next steps in process – I really enjoyed the conversation today, what is the next step in the interview process.**

**Closing the Job Interview?**

**I really appreciate your time today. I feel like I have got a good sense of the actual position. I also genuinely like the team and your leadership style. I believe that my experience will translate well to this role**