

How to Nail an Interview

By: The Crypto Recruiters

Before the Interview

Get to know the company. Search online for major company news; learn about their key services and products; read their organization's blog; check out one of their online communities; research your future managers, department heads, and CEOs.

Remember that an organization's culture is inspired from the top down and people prefer to work with others that share similar values and ideas. Be attentive to that when evaluating the leadership of a company and how you will fit into the organization's culture.

Know thy self: What are your strengths, weaknesses, successes, failures, interests, skills, and values?

Review your resume and practice with someone or by yourself in front of a mirror imagining you are in an interview explaining how what you state in your resume aligns with the role you applied for.

While practicing for your interview, reflect on your short- and long-term goals. Then practice with answers to interview questions that discuss achieving these goals.

Wear conservative business attire, don't stink, and don't act like a bear if it's a lunch interview.

Consider how you distinguish yourself from all the other candidates? What makes you stand out? Make a list of these distinctions.

Is this a face-to-face interview? If so, bring a pen and pad to take notes. Don't forget to also provide extra copies of your resume at the interview. Make sure they're kept in a folder or envelope and are not folded or wrinkled.

Get a good night's sleep and eat breakfast the next morning. Do not get over-caffeinated or dehydrated before the interview. Also, make sure you take any daily prescribed medication before the interview.

Give yourself enough time for the interview. Check the travel times to and from the interview and make sure you don't schedule anything too pressing before or after the interview. Give yourself some time to decompress and do something nice for yourself afterward if you can.

Show up 5-10 minutes early to the interview. By chance, if you are unable to make your interview on time, call The Crypto Recruiters as soon as you realize you will be late. We will take care of the rest.

During the Interview

When greeting your interviewer, use a firm handshake; just don't break their hand. Make sure to make eye contact too with the interviewer.

Don't slouch. Use good posture and be attentive. Turn your phone off. Tinder can wait.

Expressing an attitude of acceptance and how you work to make your weaknesses work for you is always a good strategy to use in an interview and in life.

Most interviewers will ask you if you have any questions prepared during the interview process. Remember, you are interviewing the company too. So, be ready to ask some questions as well.

Be the professional version of yourself. Act confident without being cocky. Focus on your strengths in the interview.

Don't be hesitant to acknowledge your weaknesses but don't bring them up unless the topic is addressed.

The best way you can show your interest in the position is to research the company. Link your background and goals to the company's history.

Interview Questions to Expect

These questions allow the hiring manager to figure out what makes you tick. Keep your responses positive.

- What has been your favorite job so far in your work history?
- Tell me about yourself?
- Can you share the reason you are interested in this job?
- What makes you think you can perform in this role successfully?
- Do you have any examples of where you were able to use your creativity in a job?
- What type of positions are you applying to besides this one?
- What's the reason you think our company would want to consider you for this position?
- What types of challenges do you like to face in your work?
- What are your favorite business authors and periodicals?
- What is the biggest challenge for you in your current job?
- Of your past work experiences, which one was the most valuable to you and why?
- Can you share a time when you overcame a big obstacle to get a project finished? How did you overcome the obstacle and complete the project?
- Tell me about a tough decision you had to make. How did you go about making it?
- Where do you think your interest in your current career path came from?
- Tell me about a failure you have had and what you did to cope with it.
- What motivates you to get out of bed in the morning?
- What do you consider to be your current successes and how did you achieve them?
- What do you like to do in your spare time?

Sell Your Value

Interviewers use these questions to determine if you are a viable candidate for the role. Practice matching your strengths to the job's requirements.

- What has been your favorite job so far in your work history?
- Can you share the reason you are interested in this job?
- What makes you think you can perform in this role successfully?
- Can you share a time when used creativity in a job?
- What type of positions are you applying to besides this one?
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- What's the reason you think our company would want to hire you?
- What types of challenges do you like to face in a job?
- What gets you out of bed in the morning?

Interviewers pose these questions to determine how you interact with others. Think about how you can demonstrate taking initiative and follow through when answering these questions.

- Have you held or do you currently hold a supervisory role?
- What were/are your biggest challenges in that role?
- Have you ever had to deal with an angry customer? If so, how do you deal with these sorts of situations?
- Have you ever had a problem with a co-worker? How did you address it?
- What do you think your current boss would say about you? Your last boss?
- Describe a team project that you managed that best demonstrates your management skills.
- Which technical areas do you feel you have the strongest expertise?
- How well do you take direction?

Work Habit and Trick Questions

Work Habit Questions

Interviewers will ask these questions to learn more about your job experience, skills, and your suitability for the position in question.

- What is your biggest (or most important) achievement?
- What part of project life cycles do you have the most experience?
- Describe a past development situation that best demonstrates your programming skills.
- What does your work desk look like?
- Give me an example of a problem you solved and the process you used.
- Can you provide us with any examples of an idea that contributed to the success of a project you were working on and how you came up with it?
- Do you have any projects you helped initiate?
- How has your educational and professional experience prepared you for this role?
- How do you organize your week and prioritize your work?

Trick Questions

Interviewers use these questions to weed out candidates. Be mindful of not talking disparagingly of previous employers, companies, or colleagues.

- What sorts of things do you dislike in a work situation?
- What is the least interesting thing about your current job?
- What situations do you find stressful? How do you deal with stress?
- What do you not like about your current boss (or company)?
- What is the reason you want to leave your current position?
- Have you ever been terminated from a previous employer?



Questions and Answers

Discussing Your Job History:

Question:

What makes you want to leave your present job?

Response:

Don't trash talk your current job, co-workers, or boss. Instead talk about how you are looking for a bigger role, challenge, or more opportunities for growth and training. Then, discuss how the role you are interviewing for can reach the professional goals you mention.

Questions:

What's the reason you have a gap in your employment history?

What's the reason you were unemployed for such a long time?

Can you tell us the reason you have had 5 different jobs in 5 years?

Response:

Whatever your reasons for having gaps in your employment history or for having several jobs within an abbreviated time period, make a point to the interviewer that you're looking for a company to work at for the long term. Emphasize that you're not out looking for just a bigger salary.

Discussing Your Viability:

Question:

"Why should our company hire you?"

Response:

Highlight the parts in your background that show your experience in handling the difficulties in the new position. Match up the job description with your skills and experience. Emphasize how you will use your skills and experience to bring value to the company and the role.

Question:

Where do you see your shortcomings coming to bear in this role?

Response:

Answer the question with a question. Ask the interviewer to tell you what they think your deficits are as a candidate for the role. Then, work to convince them otherwise. Provide concrete evidence why your shortcoming(s) do not exist or aren't relevant to the job. Another tactic is to reframe the shortcoming as a strength. You can also describe the strengths you possess that can counteract any shortcomings that might hinder your performance.

Technical Challenge Questions:

Question:

How would you go about solving...? (You're stumped. You don't know the answer to this one.)

Response:

Do not embellish your abilities. Honesty is the best policy. Interviewers ask these questions to see if you will lie. The interviewer is not seeking a particular "correct" answer.

Use this opportunity to stress your ability to be teachable and your willingness to ask for help. Then, share examples of when you learned a new technology or skill quickly. If you think you know the answer to a particularly difficult technical question, but aren't positive, respond by stating:

"I don't have experience with this particular work scenario, but if I had to give an answer based on my own experience, I would ..."

Your Turn

The questions you ask during this part of the interview are as telling of an impression on the interviewer as the answers you provided earlier. Coming up with insightful questions demonstrates your abilities and desire for the position to the employer. When you are asking your questions to the interviewer, you will gather further clarity about the role and the company. Focus your questions not only on the overall aspects of the organization you will be working in but also on the specific details of the role you will be filling. Here are some subject areas to consider:

The Organization

- Can you tell me more about the organization's background and how it's doing compared to its competitors?
- How do you see your organization changing in the next year? 5 years? 10 years?
- What are the most prevalent similarities and differences between your organization and its competitors?
- What obstacles does the company face today? What issues is your company currently working to resolve? How?
- What kind of impact do recessions (and other economic events) have on your organization and its market sector?
- Can you tell me more about your employee training programs?
- Which of your organization's products and services has been most successful? How have they been successful and what impact have they had on your market sector?

The Role

- Which office is the job at? Will I be required to travel?
- What milestones will I be expected to reach in the first months? 3 months? 6 months?
- Can you share with me the experience and skillsets the last two employees who worked in this position? What are they doing now?
- Can you describe the kind of characteristics a successful employee in your organization possesses?
- Can you tell me anything about the recent projects the department has started I would be working on?
- What KPIs will be used to measure my performance and success?
- Can you tell me about the obstacles someone in this role will have to address?
- What are the opportunities for promotion and growth with this position? Are there any executives in the company that started in this position?

The Interviewer

What were the deciding factors that inspired you to work for this organization?

How long have you worked at this organization?

Can you tell me more about your background and how you got to where you are now?

What's the reason you like working for this organization?

How do you like to manage?

Are there any things you would like to change about this organization and how would you do it?

The Wrap Up

Do my qualifications make me a competitive candidate in comparison to the other candidates you are considering for the role?

Do you think this is the right company and position for me?

Are there any reservations you might have about considering me for this position?

Who else in the organization is part of the decision in hiring and how would hiring me impact them?

What's the next step after this interview?

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