

Reading for 3rd week

21st Century Job Interviews

21ST CENTURY JOB INTERVIEWS

Rose Dubois is a career counselor in Paris, France. She has spent the last 20 years helping people prepare for the job of their dreams. Dubois notes that job interviewing in the 21st century is a very different game than it was before. It's not about the perfect résumé anymore. With so much information on the Internet, people have to be even more prepared and more careful if they expect to get the perfect job. CareersToday.com sat down with Dubois in a little cafe in the south of Paris, and here's what she had to say.

CareersToday: So, why is job interviewing so different in the 21st century?

Dubois: Well, a lot of it has to do with social media. Over 90 percent of interviewers look at people's social media pages. And they don't just look at professional sites like LinkedIn. They also go to their personal pages on Facebook and read their tweets on Twitter.

CareersToday: And do you consider social media a bad thing?

Dubois: Well, it just means that you have to be careful about what you put on there. For one, use your real name. Don't use a nickname or another funny name that your friends have given you. Employers want to know it's you. Also, make sure you use the same profile picture everywhere. Employers need to know it's the same person.

CareersToday: Are there any other ways job interviews have changed because of the Internet?

Dubois: Oh, definitely. The most successful candidates do research online before the interview. They visit the company's website to find out more about the company. For example, what's the name of the president or CEO? What's the company's history? What are its goals for the future? If you know the answers to these questions, they'll know you're taking the position seriously, and you'll be more successful.

CareersToday: Those are all great points. However, isn't it also true that a lot of interviews aren't even in person anymore?

Dubois: Yes, absolutely. To save money, more and more employers are asking people for video interviews. So, they'll email you a list of questions, and then you have to record your answers on camera and send the video back to them. Unfortunately, not everyone is a YouTube star, so there are certain tips to keep in mind.

CareersToday: Great. What are those tips?

Dubois: Well, first off, dress professionally. Wearing business clothes, like a nice suit, is a great way to impress. Don't just wear a T-shirt and jeans! And two, watch how you talk. If you talk too fast, they won't understand you. If you're too slow, they'll get bored. You should also avoid using any slang or bad words. They won't impress anybody!

CareersToday: And how can people prepare to make the video?

Dubois: Practice, practice, practice. Practice your answers off camera lots of times before you put them on camera. You can write them down so you know what to say, but don't read them when you make the video. You want to look as natural as possible, and if you read them, it won't look authentic. And when you do record the video, make sure there's enough light. It makes a bad impression when the interviewer can't even see your face.

CareersToday: Well, a lot really has changed in the 21st century. Is there anything that hasn't changed? That's still the same?

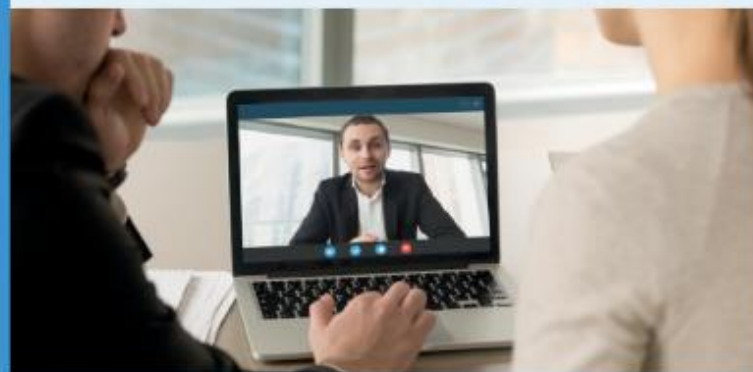
Dubois: Oh, sure. During the interview, don't be afraid to sell yourself. Talk about your accomplishments. Employers still want people who are confident in their abilities. But also, be honest about your weaknesses. If you are doing a video recording, don't look down or look away a lot. You want to appear focused and present. And if the interview is in person¹, make sure to keep eye contact the whole time. Keeping eye contact always shows that you are both honest and confident.

CareersToday: Great. Any last advice?

Dubois: Yes, two things. First, be punctual. Don't miss the deadline for your video interview, and don't arrive late to in-person interviews. No employer wants to hire someone who is not responsible enough to come to work on time. Get there 10–15 minutes early to help yourself relax.

CareersToday: And the second one?

Dubois: Don't forget to smile!



¹In person: with the personal presence or action of the person mentioned