

**INTERVIEWS OF MY LIFE**



**10 Interviews**

**10 Different Situations / Human Behavior**

**Tips & Techniques to deal with them.**

By

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**INTRODUCTION**

Dear Readers,

I am not an Author! I am also one of you, especially like those जिनका गांव भले ही छोटा था पर सपने मजबूत थे! (Whose village was small but the dreams were strong enough!)

What I am writing here for you is my living experience during thousands of interviews and best of my own understanding. And I have tried my best to keep it simple and easy to understand for you to getting the crux as similar as I understood.

The ultimate purpose of an interview is to identify and then hire a best suitable candidate for the Organization. Candidates are assessed on different aspects like Functional, Intellectual, logical and behavioral.

**Being a one of the HR panelists in the thousands of interviews I have been learnt that the behavioral** assessment help you to find the best suitable candidate and help you to hire employees who can drive team work, Creativity, customer satisfaction, connect and business growth. Behavioral assessment will also help you to understand how strongly she/he is fit for the cultural environment of the Organization which is an imp parameter for any of the Organization.

**“Organizational CULTURE is a Living Creature and employees are the ones who feed it.”**

I learnt that by meeting with a variety of people in the process of interview many more findings get evolved apart from the interview result.

**My efforts and intention behind this book is to highlight few of the top findings from almost more than 5500 interviews I have been a part in my super loving HR Journey.**

I will not claim that by reading this book people will get tips and techniques to prepare for an effective interview but you can trust that you will find something beyond that and these **“Top 10 Interviews”** will help you to understand **‘How stronger are you if you take the responsibility of your own life’ and yes of course you will learn about few important Do’s and Don’ts during the interview process,** but for that I would like to suggest you to put yourself at the place of the interviewee just after reading an interview and ask yourself what would you do in that situation?

**My understanding about life, responsibilities and HR recruitment is not only because of my studies and hard work it is also backed my family, society, environment and my Gurus.**

Before to write about my **‘Top 10 Interviews’** I would love to express my sincere gratitude to my Parent, my first Recruitment Guru Mrs Shabana Khan and then Mr. Sanjay Tiwari, Mr. Ajith Kumar, Mr. Gaurang Shah, Mr. Arjun Solanki, Mr. Uday Grover, Mr. Yogesh Sood and Mr. Martyn Chettiar who are the people from whom I learnt not only about HR but to know people better and correct, many of them were with me as a joint panelist during conducting these interviews. Many of a time we debated during the interview but yes the bigger truth is we loved each others thought process and respected each other’s point of view. I express my heartiest thanks to my friends, society and environment which played an important role to learn from the world.

**Interview 1- Gwalior to Indore**

**“As we let our own light shine, we unconsciously give other people permission to do the same.”- Nelson Mandela**

Appreciation goes a long way it is one of the many factors that keeps us motivated and focused. It’s important to appreciate people on their success no matter how small it is. It makes people feel valued and works as a booster on the time of need. It also helps with wellbeing and mental health on long run and it really can make a positive impact in someone’s life.

After completion MBA – HR from one of the very good Management Institutes situated in a very beautiful and historical city of Madhya Pradesh- Gwalior, I moved to one more very happening city of Madhya Pradesh, Indore with a lot of hope to start the professional career.

Before write about the event I will like to write about my first Guru who hired and trained me during my initial days and above to that she is the one who believed the one who had the tag of fresher and trust me she played a very important role to convert the potential into performance.

“Its easier to believe in yourself after someone else has believed in you first.”- Gabrielle

Let me tell you a very interesting part of my first Organization, they were a reputed HR Consultant Organization where I was the first male employee among some of very seasoned and supportive ladies.

I remembered on my first day of office that is on August 11th, 2008,even I dint speak to any of them eye to eye but with respect of time they all became my guide and HR friends on beautiful and interesting journey of HR recruitment. They helped and trained me to understand the criticality about the job and taught me with their years of experience and boosted my confidence in a very early time in initial days. As per my first HR Guru I was the one who learnt the overall concept in a fastest manner and credit goes to all those beautiful human being.

**“Anything is possible when you are surrounded with supportive and inspiring people.”**



Once I completed two weeks initial training, my branch head has decided to give me an independent assignment. Although I was not fully confident but yes I was fearless to take this first ever independent assignment. The assignment was sourcing Cluster Manager for a Giant financial institution. As an industrial practice I started my job with sourcing people from Telecom and FMCG industries. By 3 hours of working I was able to find 10 suitable profiles by searching in job portal and head hunting and then I decided to start the telephonic interview to screen them further.

It was my first ever telephonic interview and believe me I was super excited about it, as me too believe in saying ‘Well begun is half done’, I decided to make a first call to best matching candidature and he was working with one of the leading telecom companies based at Gwalior.

Phone was ringing but it was not picked up! I was upset as it was my first ever independent call but before this short negative thought dominates me I decided to call other short listed candidates. The moment I decide this, my desk phone started ringing and picked up and the next voice was-

“Hi, I received a call from this number, can I know who is there”

Me- Sir, May I know your good name please.

The moment he told his name, I was in the air as I understood that my first ever call dint go useless and that time it was a big booster for just passed out candidate like me.

One more very important part of the event is, the way he responded since his very first line was so decent and calm, it went into my sub-conscious and trusts me I used to recall and hear those lines today also.

**“Your gentleness and tonality can be ice breaking.”**

Then I told him the purpose of the call and after getting a few basic details I started explaining him about Industry, Organization, profile, associated benefits including career growth and learning prospective and also about interview details. It was almost 4 minutes one way communication and then he said Pradeep I found the profile good and you also explained it very well but I won’t be able to come from Gwalior to Indore on said date as I have a family function!

With his words yes obviously I was feeling low but I said- Its OK Sir!

You are the candidate from my short listing whom I called at first as I found your candidature the best matching with the requirement and by talking to you I am pretty sure that if you go you can crack it but I respect your sense of commitment and responsibility towards your family. But I am sure this bigger profile in greater Organization will also make your family members happy about you and give them a better future.

He - ‘Sorry दोस्त’ (Sorry friend) it is difficult to come this time but one thing I must say- “तुम बातें अच्छी करते हो” (You talk well)

Me- Its absolutely fine Sir, thank you so much for your time and I must say I learnt something from you today, have a great time ahead.

Phone call was ended here, my first ever call was not turned up into lineup but I was happy the way he talked and praised, it was a LEARNING call for me.

**“Happiness is not only associated with the end result, it also comes in between.”**

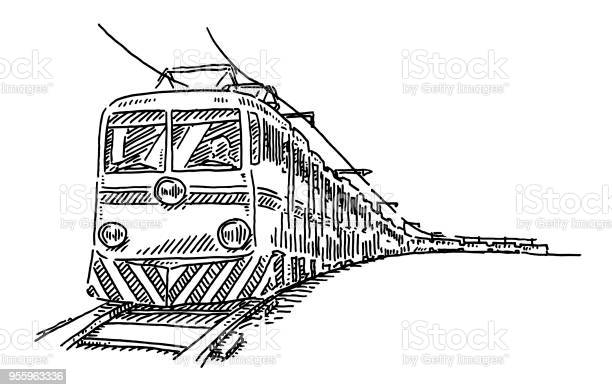
So keeping this first ever telephonic conversation as a learning and happy memory I started calling other short listed candidates end by end of the day I could line up expected candidates for one to one interview with the client which was going to held just after two days.

The day ends here but not completed yet! The KEY part of the day is here,

I was busy in winding up for the day and my desk phone rang and I heard again that same decent and calm voice saying “Hi Pradeep, I am again there”

Me- Good evening Sir, please tell me how can I assist you?

He - So let me tell you a good news brother that I am going to attend the interview on scheduled date and ready for the travel from Gwalior to Indore.



Me- Oh! That’s really a good news Sir, thank you so much and I am sure all your efforts to make this decision will be rewarding for you.

He- No worry about that, only thing is that you need to assist me with scheduling my interviews in first half as early as possible, I have managed my commitment in such a way that I need to go back to Gwalior on the same day.

Me- Sir it’s my responsibility to assist you and please be assured for the same and once again a big thank you to make your decision.

He - Thanks to you to brother, the way you speak to me and explain all the required details helped me to take this decision, I receive many calls from multiple recruiters, I will not say they are not good but you are different for sure and one more thing I am very sure you will do well in your future.

Those words were magical and by hearing them I was happy and felt boosted.

As per the commitment that Gentleman appeared for the interview and cracked it too.

I never met that person but his Magical words and the appreciation are with me throughout the 13 years of HR journey, those words boosted me again and again at my low time and reminded me about his wishes of doing well in my future.

**“A genuine appreciation and an appropriate feedback can shape someone’s life positively and strongly, don’t ever miss it.”**

I appeal all the elders, teachers, supervisors, managers and many more authority holders to spread the magic of ‘Appreciation’ in the family, society, school, work place and then see how many lives you inspired to ‘Strive for the Miracles’.

And trust me, to appreciate someone genuinely is not at all an expensive stuff or you need to look for sophisticated vocabulary you can simply say few good words, I am jotting down few of them for you what I don’t miss to say on appropriate occasion.

1. Thank you so much for your help.
2. I am grateful to you.
3. This is something great done by you.
4. Thanks buddy, you made my day.
5. You are one of my champs.
6. I am happy with the way you handled it, keep it up.
7. You are doing well.
8. You have all the potential to crack it.
9. You can surely do it.
10. You deserve to achieve it.
11. You did the excellent job.
12. You are one of the positive forces around the office.
13. I like your winning attitude.
14. I am fan of you politeness.
15. Taking initiative is your biggest strength.
16. All the best, you can conquer the world.

**And we should not forget that if we don’t show appreciation to those who deserve it, they’ll learn to stop doing the things you appreciate.**

**Interview 2- मुझे मेरा भविष्य चुनने नहीं दिया गया (I was not allowed to choose my future)**

Following your interest backed up with abilities help to ensure that you are on the right career path. Not only that but it also provides you with several other benefits during your personal and professional journey in long run. It is very important for parent and students to identify their career interest and prepare you to go on the same direction.

We were in the search for a Mechanical Engineer for our Pharma Packaging plant and the position belongs to the hard core production facility as a shift in-charge. It is one of very interesting and challenging positions having responsibilities like team management, yield management, reducing down time, meeting up with targeted numbers etc.

After meeting first 3 candidates, he appeared for the interview that is the reason behind writing this interview experience. He appeared with a very decent and gentle approach but was not so excited or happy about the opportunity what he can be grabbed what we usually see in many candidates.

Let me brief his profile first to understand the context in a better manner. He is the only son to his parents and both are teacher in Government school, he had excellent academic results in 10th and 12th class and good enough scores in his engineering too. He has 6 years work experience and working as a Jr. Engineer in a plastic product manufacturing plant.

We started the interview and it was going well but we could not find something like USP (Unique Selling Price) yet, we found him an average + candidate basis of his behavioral and technical knowledge but on other hand we dint like his low energy and lazy signal getting out as a nonverbal part of the communication.

The main script of the interview begins herewith-

Entire interview turned into a very different direction and discussion when I ask “Why did you choose Engineering as a career?”

The moment he decided to answer the question, his overall body language shifted to the next level, he has become more energetic and little loud with confident tone. It was like he wants to answer this question desperately.

He - I dint choose engineering, it was decided by my parent as they are teacher they thought they can decide it better for my future. Now I understood many things which were there with me since we started this interview.

Me- So what you wanted to become if not engineer?

He smiled and replied, my parent dint ask this question that time but I requested them that I want to make my career in hotel management as I am very keen to go to this industry and possesses some good relevant qualities like cooking, giving respect to others, social with all kind of people etc.

“लेकिन मुझे मेरा भविष्य चुनने नहीं दिया गया” (but I was not allowed to choose my future) as my parent thought their decision is best for my career and future.

“Everybody is a genius but if you judge a fist by its ability to climb a tree, people will believe that the fish is quite stupid.”- Albert Einstein

When I was listening to him few other faces were getting reflected in my eyes with the same story.

There is no doubt on caring part of parent for their kids, they always wish and pray for their secure and bright future, they always wish their kid do something better than them, better than their neighbor, more than their relatives, but all these reasons are not sufficient to decide their career and future.

Don’t you think the most important part of the analysis is missing and that is- “What She/he wants to pursue for, what qualities and abilities she/he possesses, and what they like the most?

I think the combination of parent experience (not expectation), her/his area of interest and ability can be put together to decide something better.

**“In one of the employability survey it is found that 94% engineers are not employable, 65% MBAs are under employed and more than 50% employees are not happy and satisfied in what they are doing!”**

Now let’s go back to his candidature again, a good decent boy having excellent academic performance till his 12th class then average in engineering, has 6 years work experience, working as Jr. engineer (He joined as GET and post completion of one year training he had been elevated to Jr. Engineer, so since 5 years he is Jr. Engineer)

His story is the stories of many of us and this is a big question not only on parent but students too, they both need to be on the same page to live their presents and design their future. Parent must consider children’s interest and passion in best possible way and children must ensure that their interest and passion is supported by **Aptitude, Skills and Performance**. Parents and children should think and discuss about these below pointers before taking an important decision that is choosing a career.

1. Think about hobbies and interest what can be turned into good successful career. (Remember all the hobbies or interests can’t be a good career).
2. Consider what you are at good and you enjoyed in your school or in social life.
3. Also consider areas and skills where you feel mastery.
4. Do depths research for the career which suits you more basis of above analysis.
5. Map it with your ultimate aim or dream of life.
6. Also consider your financial situation.
7. Once decided, devote yourself and keep going.

If needed you both can go for seeking help from their your model, respective teacher, mentor or a counselor to decide the best else you will always have two blames-

1. I was not allowed to choose my career!
2. You dint fulfill our expectation!

**Just think, if the parent of Sachin Tendulkar (his father was a famous novelist and mother was working in the insurance industry) would not have seen his passion and love about Cricket and support him we could not have been seen ‘the master blaster for India.**

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**Interview 3- मेरी माँ ने मुझे पाला है (My Mother raised me)**

Sometimes your chronological age is not proportionate to your mental and emotional strengths to take your responsibilities.

Many a time we say ‘I will grow up and then I will take such responsibilities’ and there is nothing wrong in it but that day he had broken this belief at least for me.

In one of my previous assignments I was associated with one of the market leaders in Pharma packaging situated in the land of opportunities, Gujarat wherein we used to hire blue collar employees to assist production engineers to ensure smooth manufacturing process at the shop floor.

This candidate was 10th passed and recently completed his ITI in Fitter trade.

He was well dressed, confident and full of energy asked politely – May I come in Sir?

He seated comfortably once we offered him and smiled like he has already won the game of interview. I was trying to pull myself out from Blue collar interview mindset as his overall appearance, approach and first impression were compelling me to do so.

One of the production supervisor who usually be with me for such interviews asked him अपने बारे में कुछ बताओ (Tell us about yourself).

His very first line was sufficient to me to think that he is someone who is a different guy and a level ahead from all the candidates I have interviewed so far for blue collar category.

He- I have a small house and have a greatest mother there and I am her son, there is nobody else in my family. मुझे नहीं पता पिताजी होते तो क्या होता, मुझे तो मेरी माँ ने पाला है और ऐसी परवरिश दी है कि आप लोगो के सामने बैठ कर बात कर पा रहा हु ( I don’t know how father used to be, My Mother raised me in such a manner since my birth that I could talk to you people seating in front of you.) and now it’s my turn to take all her responsibility to give her happiest life.

Sir, from my childhood I saw how hard worker she is, she even worked for 13-14 hours in a small factory to earn more money so that I could continue study in good school, if I was sick any day she took leave from there but if she fallen sick there is not leave for her. She always uses to say me, you are my life and I am doing everything for my life only.

I don’t know Sir, how am I going to repay all her sacrifices and struggle but one thing is sure that now I need to earn sufficiently so that she can take rest and I can take all her responsibilities.

His lovely and touching talks reminded me a saying said by Great Abraham Lincoln-

**“All that I am, or hope to be, I owe to my angel Mother.”**



I was mesmerized with the way he was expressing his life story which was around his heroic Mother in which I could also see his past and hopeful dreamy future.

But I noticed in his one pager resume that he needs 3 more months to complete 18 years and it was heart breaking moment for me.

Me- We are very happy to meet you and know about you but we can’t take you at this time as you have not completed 18 years yet!

He was silent for a while; I think he was answering his own thousands of question running in his intuition and then he replied मेरी माँ की मेहनत ने मुझे कब इतना बड़ा कर दिया पता ही नहीं चला, पर दुःख इस बात का है की मै अब भी 18 साल का नहीं हुआ हु (I dint realize how faster I grown up with all the struggle of my Mother but It is painful that I dint turn to 18 yet)

But I am thankful to you Sir, you dint see my DOB in the beginning else I was not given this opportunity to introduce the super heroic struggle of my Mother. I will carry on my current job (He was working in a Kirana Shop) and once this short period of 3 months will over I will appear to you people again and please permit for the same.

My Supervisor - do not worry, I have your resume now and I am going to call you for sure. He stood up and looked at me and asked with height of eagerness ‘Sir please tell me what I need to improve to serve this Organization better and I promise you that I will work on those areas during these 3 months.

It was something what I observed in a very few candidates in my so far HR journey!

**“Whatever Happen, Take Responsibilities”- Tony Robbins**

I could only say try to refresh your technical knowledge as its best and जैसे हो वैसे ही रहना (Be as you are).

He joined us almost after 4 months and was doing wonderful till the time I was associated there and I am sure he is doing well in his life no matter where he is working as the reason behind his working was pure and priceless.

“A positive firmed Attitude, sense of responsibility and willingness to make your own version better, no matter at what position are you working for, you will surly get the success. And such attributes are neither correlated with the higher education nor with the chronological age.”

**“Attitude is everything, so pick a good one.”**

My pointers which will help you to build your own version better,

1. Develop the feeling of gratitude.
2. Learn self positive talk.
3. Start taking bigger responsibilities.
4. Learn to be more effective and productive.
5. Forget and forgive, it will keep you stress free and positive.
6. Keep working on skill mastery.
7. Start liking challenges and loving to overcome it.
8. Keep yourself more engaged in productive environment.
9. Identify and improve upon limitations.
10. Compete with your last performance.



**Interview 4- Lie leads Lies**

Truth matters, both t to us as an individual and to society as a whole. Truthfulness is the greatest and most important of all the human virtues.

All the Organization intends to associate with people those are honest and has high virtue of truthfulness.

Before you go to the next lines let me be honest with you first, this was the interview when me and my fellow panelist had a frequent laughter during the interview but it ended up with very hard feeling and compelled me to think about the sense of truthfulness in the generation. They think being rational and logical both are the same thing which is absolutely not correct.

We were in the interview of Store Manager and Asst Store Manager for our retail outlet. Here I would like to take an opportunity to write about my last assignment where I was associated with India’s leading and fastest growing retail chain, a place of values and culture!

Now let’s go to the main character of this interview. He was 34 years energetic and confident candidate, meeting with almost all the criteria required for the position, he was deserving and one of the best candidates interviewed in that particular day. But all these findings and confidence went wrong when the chain of lies started after a very importance question.

**“Your Lies are going to Catch up to you.”**



Me- What is the reason behind continuous degrading in your academic performance?

(Although this question is not very crucial in terms of make the final decision but yes important to know, any way please note that he scored around 70% in 10th, 61% in 12th, close to 55% in his graduation and again 2nd division in his masters.)

This question had broken his continuity of performing his best so far! I exactly don’t know but his overall non verbal part had turned into stiffed one and it started being defensive.

He - I was not getting enough time for his studies as occupied in some more important responsibilities.

Me- Ok, so if you don’t mind can you please tell us what were those important responsibilities?

He - I was taking tuitions for 3-4 hours in my college days so not able to concentrate in my own studies but with my hard work I passed out all the exams.

Me- See, you have a good track record in your school exams, you have secured 1st class result in both the board exams, dint you think these 3-4 hours are really important for you to focus on your studies?

He - I was taking tuitions to pay my college fee!

It was not easily digesting at least to me!

Me- As per your family brief given by you, your father is having a very good business of supplying hardware materials (Big Hardware material shop) they what was the need to taking tuition to pay your college fee and scarifies your important 3-4 hours which were really needed at that time?

His non verbal signals were getting clearer now and the overall situation had become like-

**“One Lie is enough to question all the truths.”**

Now he played his trump card what I had experienced many times in interviews!

He - It’s quite personal and he can’t tell us the reason!

Me- It is a personal interview my dear friend, we would like to know the reason behind your hard work in your college days.

He- (He said in a very normal manner) my father doesn’t like me!

One more indigestive dose!

Me- Why do you think so my friend?

He answered with a shot thinking- He always wanted to pull me in his business but business is not my cup of tea so I decided to bear all the expenses of my college fee.

Me- Well, I need more clarity on two points,

1. You did your B.Com from Government College, can you please tell me how expensive was it so you were taking tuition for the entire year to pay college fee?
2. Why have your written in your PHF (Personal History Form) that doing business is your second preference among listed 3 preferences! If an established business of your father is not your cup of tea then how can it is your one of the preferences?

I continued as the most important and interesting LIE was yet to come! I again asked him if your father doesn’t like you and wants you to join his business against your will then **“why have you written in your strength filed your family is your biggest strength specially your fathers support”?**

Please help me to understand which part is not correct, either your whole story or this strength statement?

He was not having any answer and I knew it it will lead a silence for a while!

I offered him a glass of water and asked भाई अब तो बता दो क्या कारण था Grade down होने का? (Now at least tell me brother, what was the reason of down grading)

His complete posture was low, perplexed and not at all positive and he was into deep thought and he was not able to even see us eye to eye!

But before some other reason or story comes I simply said the universal line of the interviewers, it is good to have here for the interview, and we will let you know once we finish all the interviews for the position.

His exit from the interview room was not pleasing; he went out without saying a single word and not even looked at any of the panelist. I don’t need to tell you that when we demonstrates such human behavior!

**“Truth exists: only falsehood has to be invented.”- George Braque**

**So is it about telling a LIE?**

**To me- “NO”**

It is about the complete value system. Being **truthful needs courage, sense of acceptance and taking responsibilities of your own good and bad instead blaming others and make someone else a villain of your story.**

It is something what can’t be taught in the class room only, parent plays a vital role to nurture such values in their kids from the beginning as similar as we teach our kids how to eat and walk. And then yes teachers and mentors can contribute to strengthen the pillar.

I am jotting down some of the steps all the parents should consider during parenting,

1. Sending them to a school is not everything as a responsibility.
2. Focus on their moral values too like honesty, power of truth, respect and care, importance of family, help and being grateful, love for education and country etc.
3. Appreciate on good work, explain when needed.
4. Share your personal positive experience, they can relate it easily.
5. Tell stories with moral learning and remind those learning time to time.
6. Make them accountable and responsible for small tasks and give appropriate feedback.
7. Respect their point of view and correct softly.

**And always remember, Children will follow your example more than your advice.**

**“Lead by Examples”**



**Interview 5** **जीवन की मुश्किलों से ज्यादा जिद्दी मैं हु (Be tougher when life is tough to you)**

Life is a series of peaks and valleys. Sometime you are UP, sometimes you are DOWN. But it is the difficult time where we need a more firmed and positive attitude. I am firm believer that is how your respond in your tough time that really defines the kind of person you are.

When people be the part of any interview process they can learn many things and those are real time learning or the need of the practical world and then selection or rejection become secondary if they have the same thinking. With such exposure they also find the platform to improve their gray areas and boost themselves with confidence and appropriate learning.

But this interview taught me a life time lesson and that was-

**“Be tougher when life is tough to you.”**

Those days I was based at one of the most peaceful city of the country I have ever resided. That is Bhuj in Gujarat and was associated with one of the largest bromine manufacturing unit in Asia. This is the place I got exposure of HR generalist functions apart from hard core recruitment which was there in my first job and that pushed me to travel from Indore to Bhuj to pursue next phase of the career and i made it with all the support of my kind father.

This is the time when I was working as an HR officer and not the final panelist for the interview process but I was assisting my seniors to carry out the complete recruitment process.

I was assigned the position of production associate and we used recruit fresher and experienced Mechanical diploma holders for the position.

After completing telephonic round I had the list of 13 candidates who had been invited for personal round of interview in the coming week.

I started my job on the scheduled day and 11 out of 13 candidates were present on time.

**“Arriving late for a job interview is inexcusable. It shows a casual attitude and will leave**

**bad impression on your interviewers.”**

I got a call from the security guard posted at the entry gate saying, Sir there is one more candidate reached for the interview but his name is not there in the list given by you. It happens many a time when candidates come to the unit for job enquiry purpose and we take their resume and they can be called for the suitable openings.

I instructed Security guard to take his resume and inform him that we will call him when we will have the suitable position.

I got a call again from the same security person saying that candidate is requesting me to allow him to meet you once and as per him he is also a holder of Mechanical Diploma.

I asked him to bring him to the HR office and wait for some time.

And in an hour waiting moment ends for him and for me too!

And then he came to me, although he doesn’t have the outfit as per the expectation what we used to be seen in the candidates come for the interview but he was super energetic, balanced physic and brighten eyes. The way he entered, pulled the chair and seated was noticeable and so gentle. When I initiated the discussion he calmly stopped me and said I am sorry to bother you Sir as I appeared for the interview without getting any call letter or permission but thank you very much to accept my request and allow me to come here.

Me- It’s ok but how did you come to know about the interview?

He- Sir actually I was informed about this interview by one of our customer yesterday night only and I came here without making any delay.

Me- Ok please brief me about you and your family.

He- Sir, I am one of the fortunate boys in the world as I lost my whole family (Parent and a sibling) in the earth quake of 2001 but I was alive to experience ups and downs of the life and more importantly to accomplish the dream of my beloved father. I was 10 years old and studying in 5th class. My father was working in a furniture shop as a carpenter, as per my childish understanding he was not earning more but he always wanted me to give a good education to earn name and respect in the society and trust me Sir his dedication and hard work for my education have always inspired me to be number 1 student in my school!

**“A father doesn’t tell you that he loves you. He shows you.”**



After that life ending incident I was there in a Govt camp for couple of weeks. Those days were not good, I am the boy who has seen my entire family dead and there are flood like situation of dead bodies and for 10 year kid it was very scary and uncomfortable. I could not sleep for a many nights, could not eat and even dint sense the activities of external environment for days. But one thing I was able to feel and recall very clearly and that was my school and my father’s dream about my education.

It was going a long one way communication so he asked me Sir should I tell you the further journey of my life or is it sufficient about me?

Me- Please go on…

He- Then one of my relatives (My Mother’s cousin brother) came to know about me and took me to his village (Somewhere near to Gujarat – Rajasthan border) along with him.

I tried to start my new life there, although everything was not as good as earlier with my family but I was thankful to God to save my life and kept my dream alive.

My Uncle used to take me in a fabrication workshop where he was working and even I enjoyed learning and working there. After my multiple requests and commitment of helping him in his fabrication work he allowed me to go to school. I took admission in a school which was 4 KMs from Uncle Village and that was the day I was heartily happy again to realize about my Father’s dream for me.

I started going school in morning hours and then with my Uncle till the late evening, there were many days when I was not able to go to school due to work load in workshop but there was not a single day when I dint study. This is how I passed 10th class with 1st division.

As I was doing fabrication work for almost 5-6 years so with the input of few my senior friends I decided to go for Mechanical Diploma from a Government Polytechnique College.

My uncle dint encourages my decision and deny for the help required if I opt for it. It was heart breaking for me but it could not break my dream!

**“**[**Never give up**](https://wisdomquotes.com/never-give-up-quotes/)**on what you really want to do. The person with big dreams is more powerful than one with all the facts.”- Albert Einstein**

I decided to leave that place and go back to my own city without any survival plan but with the dream of further education. With the help of one of my friends elder brother who was working in a Kathiyawadi Restaurant (Place of traditional Gujarati food) I got a job of waiter and by God’s grace a place to reside in the same restaurant. Believe me Sir I was enjoying my job to serve people and my restaurant owner used to appreciate me frequently for my services. But the agenda of completing the further education was in my intuition and was pushing me to do something about it. And one day I explained my career plan to my restaurant owner and requested him to help me in this regard in a possible way. That day I came to know that God resides within human only in various forms. The very next day one gentleman came to our restaurant and met me and asked my all about my education so far. He informed me that you can fill the admission form for Govt Polytechnique College after 2-3 months and get admission if you come in the merit list basis of your 10th result.

He was the neighbor of my restaurant owner and a teacher in Government middle school.

I was constantly trying to know about the dates and I filled the form on very first day with the great help of that gentleman who only informed me about this.

Sir you will also be happy to know that finally I got the admission for the diploma course of mechanical engineering.

He seemed thirsty now and which was affecting his voice, I offered a glass of water to him and while having it he was like glowing to tell me his struggle and success story.

He continued- My restaurant owner helped me beyond his boundaries by bearing few initial expenses and most importantly assign me shift of my choice as per my college timing.

And Sir, This summer I completed my mechanical diploma and dream of my father up to some extent. Yesterday night one of our regular customers informed me about this interview and I am here in front of you.

After hearing him for almost 10 minutes I could only say- Your life is so inspiring, you have done something what was not easy at all. Hats off to you and your courage friend.

He- **जीवन की मुश्किलों से ज्यादा जिद्दी मैं हु** sir(Be tougher when life is tough to you)

Now I sent him to the final panelist for the further interview but his voice is getting echoed in that cabin and even I still remembers that day many a time and boost myself whenever feel low.

Let’s follow these important steps when you feel situation is really tough,

1. First of all acknowledge the situation.
2. Remind yourself, tough situation comes with great learning.
3. Make an effective plan of dealing, take help on necessary part.
4. Patience and persistence is your greatest weapon, don’t lose them.
5. Focus on area what are in your control.
6. Come out from fear of failure.
7. Take learning and motivation from your past experiences.
8. Never give up.

**“You have all the power within you use it and anything makes you weak physically, intellectually or spiritually, reject them as poison.”- Swami Vivekananda**



**Interview 6- Why have you resigned in your last Organization?**

We should be the mentors of our own lives and we should hold the primary responsibility and will to control it. An independent mind free from all chains will not only perform better but also give us better frame for different and difficult situation come across the way of life.

There is only person that can make you happy and that’s you! By putting your happiness in the hands of other people you are setting yourself up for disappointment.

In this interview, I observed this above context on its heights. We were in the process of interviewing candidates for Compliance manager position for Gujarat region.

He was having a very depth subject knowledge which is always been a very important criteria for function like compliances and he was also very keen to join us as early as possible! Overall good candidate with excellent academic and has 5 plus years experience post his MSW (3.5 years in his first assignment and 1.5 years in the current one).

During the discussion he had also mentioned that he has resigned in his current Organization and serving notice period for the period of 1 month!

The very important and mostly asked question in any interview is “Why have you resigned / left your last Organization or it can also be asked in other words like “Why are you looking for a job change?” and the answer of the question helps interviewed to understand about candidates on multiple important aspects.

What he replied on this question was not expected from him according to his so far performance in the interview.

He- I resigned as I was not enjoying my job and my performance was continuously degrading. He also mentioned that he used to feel a very much pressure which was not there earlier.

Me- So have you got any other job offer before resigning the current job?

He- NO Sir…!!

Me- So you resigned even when you don’t have any other job offer! Any way have you ever discussed about your challenges, performance and pressure what you used to have with your respective seniors?

He- (He was quite upset now) There is no benefit of it as my boss is the only reason behind these entire situation, he is very partial and a rude leader, he doesn’t like me too!

Now all together it has been a different topic for me what you will also find very common in today’s corporate world and one of the biggest challenges for the generation we are into and most probable for coming generation too.

Then to understand the topic with more clarity I asked him- Why had you left your previous Organization (first one)?

He- I worked in my first Organization for 3 years and I felt I should look for change now to get the better prospects in terms of overall growth, so I left the first job.

Me- Were you enjoying there?

He- A spontaneous ‘Yes’ from him.

What I understood **that ‘To enjoy the job was not sufficient enough to for the stay there but not enjoying here was the main reason behind leaving from here’**

**I** asked him, if you had such conflicts with your direct manager then why dint you approach to your super seniors or the Sr. Management; I think we can have the solutions for many problems / issues by discussing with right person at right time.

He- We are not allowed to go to any of the super seniors directly else the overall situation will turn into worse one!

I will not conclude anything here based on this understanding and statement but if it is the case then Organization should take the responsibility to build a open door policy and encourage your people to come and share their feedback, suggestion and grievances and what I have learnt from my last Organization is-

**“People connect is the key to make them more involved and productive for the Organization.”**



And it will also increase sense of belongingness and trust between Employer and employees.

By few more questions what I understood are-

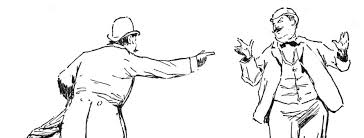
1. His manager was a rude boss!
2. Demonstrates partial behavior almost all the time!
3. Build negative pressure!
4. Never appreciate rather criticize in public!
5. Don’t support or train for the challenges!

These pointers were not new to me and I am sure many of you too have experienced it!

**“Here I will not talk about that ‘Boss’ who has forgotten that there is no such position or designation (Boss) exists in the corporate, it is only Leader whose primary job is to Support, Guide and Lead.**

Let’s talk about that candidate because the first step towards changing the worlds is to first change you in required area and always remember that-

**“Life is 10% what happens to you and 90% how you react to it”- Charles R. Swindoll**



Had he taken the correct decision? Here I am not talking about his resignation without having any other job offer. I am thinking about bigger problem hidden in this case and what we can observe in lot of people in our home, society and work place.

**“We are the mentor of our own lives and responsible for own happiness, joy, performance and attitude, how can we give it into someone else’s hand?”**

There may be multiple occasions when people will not praise you even after your one of the best works, be self motivator for you, pat yourself and tell yourself you have done something which was not easy cup of tea.

There may be multiple occasions when people criticize you and put you under huge pressure, listen them to understand not to hurt yourself. Assess what could have been better, learn it and fix it for the next time.

In a family you can have a difference of opinion, In a school teacher may like other students more than you, In society people can challenge you many a time, In corporate you can be TESTED in a different way and you can’t stop all this throughout the life journey from your birth to death!

We all have a very **Authentic Tool** to deal with all such external threats and trust me it’s sufficient enough and that is –

**“The power of Response”** how we respond to all such threat is completely in our hand and control-

Avoid when you can,

Confront when it is needed,

Learn and improve when it is necessary,

Discuss and communicate when it is the time,

**And there is always something for someone to ‘RESPONSE’**

By practicing listed tips you can avoid negative response which will stop you to take inappropriate decisions-

1. Remind yourself that you are not a toxic chemical.
2. Identify your triggers and work on them patiently.
3. Be a good listener; listen to understand not to answer.
4. Use 10 second rule- Dr. Barlow says "Step away from the situation, if possible, and take about 10 seconds to think it through rather than acting impulsively.
5. Practice deep breathing and have sufficient water daily, you can also use this at trigger point.
6. Look for the long term consequences and change the prospective when needed.
7. Control your emotions Because once you gain control over your emotions, you'll be able to choose **betterreactions and actions, which will (most likely) leads to better solutions in those moments you need the most.**
8. Stop assuming and avoid judging.

**“Don’t run away in challenging environment, try to assess and improve your Response! Your response is completely in your control and don’t forget your life is your own responsibility”**

**Interview 7- Fear of Rejection**

The fear of rejection is a normal reaction of the mind when it wants to prepare you mentally and wants you to protect yourself from the rejection when it eventually comes.

The fear of rejection is a powerful fear that often has a far-reaching impact on our lives. My next interview was around this context where I found the complete domination of ‘Fear of Rejection’. We were looking for Asst Manger Dispatch for our distribution centre which is an important and integrated part of Supply Chain Management System.

He was 32 years SCM (Supply Chain Management) professional, B.Sc. graduate and having 8+ years visible experience in SCM and warehouse management.

He well groomed, sincere and confident.

While going through his Personal history form I observed ‘Civil Service’ as his most liked area of interest which led an obvious question!

Me- If you were keen about civil services, then how come your entire career shifted to SCM?

He- I was interested in civil service since my initial days of college life but I didn’t go in that field once completed my graduation.

Me- I am sure you tried to clear the relevant exams like PSC and all to serve your interest.

He- No Sir, I never attempted for such exams, yes I was preparing for PSC exam for almost one year but then I dropped the plan and started career in SCM as got very first job in warehouse management.

With multiple questions in mind I asked one more relay question (one of most useful questioning techniques), you prepared for it for almost a year but never attempted the same, can I know the reason?

His answer to the question is a main script here!

He- Since my school days I never failed in any of the exams, I always secured very good rank in all the exams I appeared. My Family members, school teacher, and my neighbors even my relatives used to praise me all the time for securing place in the list of toppers and they used to give my examples to their kids so that they can also study well.

During that 1 year preparation time I found two things about these exams and I decided to drop the plan-

1. It is really tough exam than so far tests and exams I have ever appeared for!
2. I witnessed multiple failures in written exams and rejection in personal interview for my known people who were excellent and preparing for it for 4-5 years!

So without making more delay in that direction I decided to drop that and started looking for other field to make my career.

His answer was so disappointing to me but I could not stop myself to ask one more related question, you had a wonderful track record, always secured your place in toppers list. I don’t know why but I think एक TRY तो बनता था (You deserve at least a try to serve your interest)

**I believe – “Not trying is biggest failure.”**

He- Sir but I lost my confidence too and realize that it is not my cup of tea and I can’t have the tag of failure or rejection in any exam in my life!

I have a question here for all my readers;

Was it about knowing and assessing your strengths and weaknesses or about discover your real interest or redirecting you on the way suits you more?

I strongly believe “NO”

**It’s a ‘Fear of Rejection’**



Although he has done well in his academics and was doing good in his professional career too but he was not strong enough to handle failure and rejection, everyone around him praised and appreciated him for his success but no one helped him to get prepare for the failure or rejection.

He possesses good qualification but he dint learn an important lesson of life, that is-

**“Failure is temporary. Quitting lasts forever”**

Here I appeal again to all the parents and teachers that prepare your children and students to take failure and rejection as a part of success, process of learning and tool to improve on our gray areas.

We all should help them to understand that-

“Failure is not opposite to success, it’s a part of success, and sometimes we are rejected despite doing our best and that is where the consolation lies. If you have done your best and presented the best version of you, you should not be afraid of being rejected. If you have given one hundred percent of your effort and ability, you should not fear being disappointed and turned down. That can only mean that it is not the right time for you to have that thing or you are not the best fit for the opportunity this time, assess your strength and take its help to challenge your weaknesses.

Don’t trap yourself in the self talk like –

If I fail then what people will think about me!

If I fail then what I am going to loose

If I fail people will laugh at me

If I fail I won’t be able face others…..

**Rather create self talk like-**

**If I succeed what I am going to have for life time**

**If I succeed people will respect me**

**If I succeed I can inspire others**

**If I succeed I can give an impactful change to my family and the society…..**

Listed pointers will help you to come out from the fear of rejection and fear of judgments,

1. Aim for continue improvement rather being perfect.
2. Make positive belief for yourself backed with your abilities and skills.
3. Find out the source of fear and detach yourself.
4. Remind yourself failure or rejection is temporary but quitting may be permanent.
5. Picture yourself for the potential outcome.
6. Have a plan B for worst case scenario, let world know you are brave enough.
7. Remember to Sir Thomas Edison; he said "I have not failed. I've just found 10,000 ways that won't work."



1. If still you are rejected or failed, Ask three Powerful Questions to yourself,
2. What is the learning here?
3. How can I make myself better from this experience?
4. What are few positive things about the event?

**“Whether it is exam, interview, relationship or any other aspect of life, don’t be afraid of rejection! The worst thing anyone can say is ‘NO’ if you never try the answer is already “NO”**

**Interview 8- मैंने अभी तक कुछ भी ACHIEVE नहीं किया (I Dint achieve anything yet)**

**“Every achievement no matter how big or small is worth to be happy about”**

I wish to start this one with a question for all of you-

What do you mean by the term ‘Achievement’? I hope the answer will be more or less similar to-

‘To accomplish something what we wanted to’

Or someone can say-

‘To achieve your goal’

‘To get something, dream for’

**“Achievement has no color and size” ― Abraham Lincoln**

It took me a long time in my life to realize how important celebrating achievement is, no matter how big or small it is. During my graduation days I realized that achievement is something which is beyond of two words ‘Big and Small’. I realized that it’s not something that comes to me naturally; I worked towards it with the help of associated people like family members, teachers and friends.

The feeling of joy and sense of achievement boosted me to perform better, improve myself and it also worked as motivator on many needed occasions in life.

But this interview is not about my thought and belief about ‘Achievement’! It’s about one of the engineers whom we were interviewing for the position of civil engineer.

Engineers, for me one of the noble profession and I respect engineers from depth of my heart to carry significant change and innovation for the mankind at large.

**“Scientist dream about doing great things. Engineers do them.” - James A.** **Michener**

To understand the subject with more clarity let me summarize his profile first;

He is from one of the village of Anand city (Gujarat) having farmer parent and two siblings. Completed high schooling from his village and went to Anand for completing higher secondary schooling. After passing 12th class with 1st division he decided to pursue civil engineering for his further career. He started preparing for the same and got admission in one of the Government Engineering College by very next academic session. He completed civil engineering in stipulated time with good rank and not a single time he got failed in any subject. As he also worked on his overall grooming part during his engineering days, it helped him to getting selected in one of the campus interviews and started his career just completing his engineering.

He was in front of us now! Seems energetic, confident and good communicator with 4 + years experience in civil engineering.

My senior colleague asked him one of his most favorite questions what he used to ask in most of the interview- “Tell me about your one of the achievements you enjoyed and felt much satisfied about it”

He- (With a very normal posture) I dint achieve anything yet I am satisfied for…!

My senior looked at me and I could only express a smile. But what I thought it was a well prepared answer what we used to see from many candidates as an impressive stunt!

So, to clarify the intent I asked the same question in a quite different manner,

Me- We would like to know about one of your accomplishments which gave you the reason to be happy about.

He- (With a short pause) **मैंने अभी तक कुछ भी ACHIEVE नहीं किया** SIR, मुझे अभी बहुत कुछ हासिल करना है. (I dint achieve anything yet, but I have to achieve many thing)

And then this subject took place in my mind.

Me- Please tell me what do you mean by ‘Achievement’?

He- (Answered spontaneously) to reach to your dream

His answer led the next relay question;

So what is your dream?

He- To buy an independent house in one of the posh area of my city and be engineering head of the Organization and he also said with very energetic and eager body language that I am also ready to do all the hard work to make my dream true and them I will be happy about my achievement!

Mr. Senior looked at me and smiled as he knew that I am not going to leave the subject here and he was right about it!

So now I presented his own profile to him;

My dear friend, you came from a family where you are the only person who has been received top most formal education, all your basic education had been completed in village school and then you left your home to complete your further education and you scored good score in your academic performances. You are that fortunate candidate among lakhs of participants who got admission in Government Engineering College and even you got a first break of your professional career within the college premise only. With all your efforts your groomed and developed yourself in a manner so that you can be competitive enough and a remarkable thing about your journey is now you are doing noticeable and thankful job for the society as a civil engineer and **still you think you dint achieve anything yet?**

He replied again in a very short moment ‘Sir, all these are part of life not my achievements!’ and his reply reminded me the famous quote-

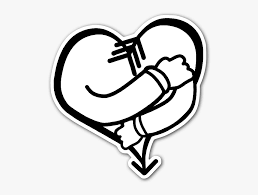
**“Success is not a destination, it’s a journey”- Zig Ziglar**

And now I was sure enough, it was not an impressive stunt it is all about his mindset and belief for the word ‘Achievement’

When we look around then we may witness many of such people who are successful, still doing good to find their better version and they have plenty of reasons to be happy about but they have a very different definition of success, achievement and happiness.

I will never say that to have a big dream or goal as a long term vision is not right, everyone should have it but it should not snatch your happiness hidden in your efforts, it should not pull you from the sense of achievement and a reason to pat yourself.

In this rational environment and competitive world you have to be biggest fan of yourself, a real motivator for you and the person who appreciate you for your good and push you to convert your bad into good. There should be a soul within you who loves you more than anybody else.



Don’t miss to be happy about your small efforts and achievements; these are the stepping stone in direction of setting mile stone.

One more very important outcome from the interview, what I would like to touch upon is “When your materialistic desires start controlling you rather you control them, you trap into IF and THEN loop! Where even you’re very small happiness depends on external materialistic world and slowly and gradually you become the part of conditional happiness”

I am jotting down few examples which will help you to understand this important subject,

1. **If** I will buy a 3 BHK house **then** I will be happy!
2. **If** my son will get admission in IIM **then** I will be happy!
3. **If** I am able to buy a car bigger than my neighbor **then** I will be happy!

But here we forget that sensory pleasure is not happiness, Materialistic world can give you sensory pleasure but happiness is beyond it and that happiness is very permanent not like temporary sensory pleasure.

**“Happiness is not about getting all you want, it is about enjoying all you have”**

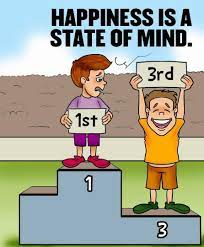
I think, we as a society at large need to redefine the definition of achievement and happiness and let’s help needy people to redefine this which are a very meaningful help you can offer somebody.

**For me even to teach one good lesson to my 6 years old daughter gives sense of achievement and I find myself enthusiastic to do the same for other needy kids.**

Sharing few of the most useful tips to be happy with sense of achievement,

1. Redefine the meaning of happiness and achievement.
2. Be confident and enthusiastic about your work.
3. Segregate the big task in pieces and pat yourself at each successful stage.
4. Take Charge of Your Own Professional and Personal responsibilities.
5. Relate your each accomplishment with your dream.
6. Keep learning and learning and learning.
7. Be grateful to each and every factor what works for you.
8. Learn and develop the habit of giving back.
9. Share your achievements and happiness with your dear ones.
10. Acknowledge the unhappy moments and remind yourself it’s just temporary part of life.

**“Nothing is worth it, if you are not happy, don’t devalue your achievements & happiness and remind yourself if it was easy, everyone would accomplish it.”**



**Interview 9- मैं ये बिलकुल नहीं कर पाऊंगी (THE POWER OF ‘NO’)**

I believe the quote written below is known to many of you,

**“Whether you THINK you CAN**

**Or you THINK you CAN’T**

**You are RIGHT”- Henry Ford**

When this great saying comes in my mind I always read or think about first part only, I mean, I always treat this as **“If you THINK you can, you are RIGHT”**

But just imagine if someone among us stuck into second part of the saying that is, if you think you can’t you are right!

This particular interview is about that second part which I believe one of the most dangerous situations even than a critical disease!

Before tell you about the interview I will love to tell you about a very good HR practice carried on in my previous Organization which I always liked most among many other good practices.

That HR practice is about career progression of front line employees who used to work at associate level but they are one of the strongest pillars of the Organization whose contribution is always very important for customer satisfaction and achieving business goal.

At this associate level, we used to take 10th and 12th passed candidates who have potential to learn and grow within the Organization and can take bigger responsibilities in an appropriate time frame.

We were having a very extensive training program for all these new hires followed by two certifications down the line.

**“Appropriate job training empowers people to realize their dreams and improve their lives”**

This entire training and evaluation process goes for approximate 1.5 years where they work and learn just after their basic training. During this period a lot of efforts are put by their respective officers, trainers and managers along with facilitation support from HR Team. These people make sure that they are not only trained on business processes but also on behavioral aspects too.

Once they complete their both the certificate and defined time period, they all are given ‘life changing’ opportunity to be an on roll employee at officer grade with all the entitled benefits. All screened and short listed candidates by their respective manager and HR Officer attend final interview with Ops head and HR head.

On the basis of our assessment and finding they are assigned officer position in the best matching department. The beauty of the program is nobody gets rejected here! If she/he is not ready yet they are given transparent feedback to improve upon and their supervisors are given assignment to focus on those candidates to bridge the gap in stipulated time and then they can again appear for the final interview.

So we were in the process of taking such final interview by using virtual platform and she was in front of us virtually. She was confident, well groomed and overall pleasing aura she was carrying with her.

She had been completed almost 2 years with us, cleared all the certifications and she had a very good understanding and process knowledge for her day to day responsibilities.

At the end of the interview we concluded that she is overall a good candidate for elevation to the next level and her biggest strength what we assessed is her confident and clear communication supported with sound product knowledge so we offered her the position of Junior Purchase Officer. (Purchase officer is one of the most important and responsible positions for any of the retail stores and this position contribute for the business growth directly. We used to hire those candidates for the position who are confident and good with communication, have good product knowledge and knows computers operations well)

Purchase officer is the position, those 3P employees are dreamed about but this time we had all together a different experience!

She thinks on our offer for a while and replied,

NO SIR, मैं ये बिलकुल नहीं कर पाऊंगी. (I will not be able to do it)

Me- Why do you think so? We are confident that you will be able to it.

She- I am not so good and intelligent enough to do such a responsible and critical job.

Me- Why are you saying it’s a critical job, I think you are a perfect match for the position.

She- I used to see the routine job of purchase officer working in my store, their job is very tough, they meet many external people, they crack the best deal, they are very good with computers etc, and they have very big responsibility of the store, sorry sir I can’t work as purchase officer.

My Ops head took the charge now to explaining her about it;

Ops head- See what we observed, you are a very good communicator, confident and at the same time you have a very good product knowledge which makes you suitable for the position. Second part of my discussion is we are here to support to you on rest of things like, Training for computers, SAP, vendor communication, MISs etc and we will also make sure that you will be put with one of the very good Purchase officers for the training purpose. Please remember this decision will give you better prospects for your further career, you can learn many new concepts which are not there in your current job.

This time she took little more time to think about and finally replied “NO Sir” मैं नहीं कर पाऊंगी.

Me- So please tell us for which department you would like to be an officer.

She- I will give first preference to my current department but I will be ok with other department too except purchase!

Me- It seems you are more interested and you enjoy working in your current department.

She was very honest with this reply- Sir since beginning I spent maximum time in this department only and over and above the interest I feel comfortable working here.

**“Our comfort zone can be our greatest enemy to our potential”- David Cottrell**



So it was quite clear that it’s not about her passion and interests in her current department and it was about being comfortable there and more about her own belief system for her capabilities and potential. We (Ops head & HR head for the region) identified her for the respectable position of Purchase Officer on the basis of our finding but it was not sufficient to beat her belief of **“No, I can’t do it”**

I will not say she was wrong but yes I must say her belief system was not balanced enough. We all need to understand that belief create the map in our mind that guides us to take an appropriate action. Belief is not the result of one night thought or event, it takes time to build and it is can be affected by your environment, event, knowledge, past results and future vision.

What I believe is, no matter what factor is impacting your belief system to limit you rather push you to challenge your limits, can be changed at any point of your life by exercising listed activities-

1. Don’t put you in comparison trap and don’t have an inferior feeling for yourself.
2. Push yourself for little extra mile than you think you can.
3. Imagine yourself at the destination level and doing justice.
4. Follow your role model who has already achieved it.
5. Identify and improve on your limitations.
6. Inspire yourself to learn and do more on regular basis.
7. Remind yourself your comfort zone is not going to take you to the next level.
8. Believe yourself, you can.

**“We are made by our belief, as we believe, so we are”- Bhagwat Geeta**



**Interview 10** **मुझमें कोई कमी नहीं है (I have no weakness)**

One of the most commonly asked HR questions in the personal interview is “What is your strength and weakness” I am sure, Many of you have experienced this and rest will experience for sure.

This interview is around the same context.

Knowing where you come in strong and where you need improvement can help you stabilize your personal life and nurture your professional one. Self knowledge is a powerful tool that too many people disregard because it difficult or inconvenient or perhaps because it make them feel uncomfortable.

This time we are searching for store manager position through virtual platform and Mr Perfect (As per his own definition) appeared for the interview.

34 years age, B.Com graduate, 8 + years experience from hotel industry, has wife and 1 kid in the family.

In very first segment of the interview that is about self introduction and family background, he used a statement **‘I am a perfectionist in all my work”**

Me- Please elaborate the statement.

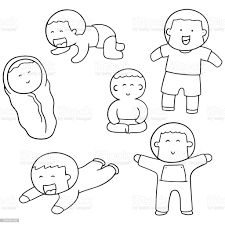
He- I mean, whatever I do, I do with perfection. (This answer came without a single pause)

Me- We would like to understand it in more detailed way, so please clarify and if needed you can take an example of your work, what you did with the perfection.

This time he was not spontaneous but replied in a short while,

He- Nobody can find a fault in my Ops related work, team management skills, inventory management etc. My all colleague know that I can’t make the mistakes.

**“Continuous improvement is better than a delayed perfection”**



As I am the firm believer of above quote so to know and understand this thought process in better manner I reframed a most commonly asked HR question-

**“Please tell us about your strength and weakness”**

He- I feel I am hard worker, very fast learner, dedicated for my work, I have never give up attitude, I can work under pressure and I am very confident about things I take in my hand so all these you can consider as my strength.

You all can trust me here; I was pretty sure about such a long list!

With a short pause he continued and said as far as weakness is concerned, I don’t think I have any weakness!

It was also not a surprise for us based on so far interaction and our reading about the candidate.

To help him and for the sake of effective and detailed interview, I reframed the question again;

“Do you have an area where you find yourself not comfortable or you feel you need to improve upon this?”

He- No, I have no such areas, whenever something comes to me, I charge myself in a short time and do that new job too with perfection.

Me- Have you ever received such feedback from any of your senior during formal appraisal or feedback session?

He- Not exactly!

Many of us believe on below mentioned quote;

**“Nobody is perfect,**

**And I am that nobody”**

But as per him, he was not that ‘nobody’

With a short pause I was trying to recall all his strengths mentioned by him and asked again,

You mentioned about hard work, confidence, dedication, never give up attitude, and fast learner as your strengths but there are so many other aspects and skills are not discussed about you, where will you put them?

He- (Spontaneously) I can’t list out everything in short time but I know I can do everything better than others!

Me- So you think you don’t have any weakness or the specific area for the improvement?

He- Yes मुझमें कोई कमी नहीं है (Yes I have no weakness)

It was last question from my side and then my senior colleague initiated the functional question answer round.

Now I am going to tell you my observation from the overall discussion which lasts for almost half an hour;

Observation 1- He was not with appropriate attire and grooming expected from the candidate in the process of interview, which shows lack of awareness and casual attitude.

Observation 2- He was not having positive tonality and a good listening skills which shows a big scope of improvement in a very important aspect and that is communication.

Observation 3- He was trapped in the race of chasing superiority without the proper analysis and assessment which is one of the psychological issues.

Observation 4- De was suffering from a dangerous mentality and that is **“I KNOW THAT”**

Please note-

**“I know + I don’t do = I don’t know”**

**“Knowing but not doing is not knowing”**

Observation 4- Out of 4 functional questions asked my Ops head which were very much related to his industry and current roles and responsibilities, he was not able to answer two of them correctly and tried to manipulate the awareness that he dint know about this which shows he also needs to improve upon functional knowledge of related business and he also needs to be more aware about his own candidature.

By telling you about this particular interview I am not intending or emphasizing on anybody not having any strength or weakness, even I am not saying that somebody can’t be perfect! What I appeal you all to have the correct assessment for your own self, you should be very much aware about your strong area and the gray area.

To be aware and accept your gray area or the bottle neck is the very first step to overcome the same and eliminate it from the list. Awareness brings choices and choice brings freedom!

**“An very important step to personal growth and create your better version is the ability to make an honest assessment of where you currently are”**



One more important point I would like to touch upon is ‘To know your weakness correctly is as important as to know your strength. It is like; you can be happy about you because you are a good communicator but at the same time you have to be alert and focused on your people skill which is a gray area for you.

When you start with knowing your weakness, you strive for overcoming, you achieve success in that and then you enjoy the process of overcoming. So it keeps going from knowing to enjoying and helps you to create your better version time to time.

Please remember, it needs courage to be your own critic, but if you can do it you don’t need external critic to point out. Be courageous!

Treat your weakness not as a limitation; treat it as an opportunity to make you stronger and better. You can take help from listed tips to overcome your weakness;

1. At very first identify the correct one, if needed take help form respective family members, friends, coaches.
2. Remind yourself to overcome this is really important to achieve your goal and dreams.
3. Analyze how your strengths can help in overcoming process.
4. Partner with someone who has a complementary strength.
5. Miracle doesn’t happen normally, put extra mile for this miracle.
6. And very important, ask for honest feedback regularly in this overcoming journey.
7. Celebrate the result and aim for the next one.

**“Without proper self evaluation, failure is inevitable”- John Wooden**