

DECODING HR INTERVIEWS



1.TELL ME SOMETHIING ABOUT YOURSELF

I am (*Shobhit Goel*), pursuing my....from.... I hail from....

I have handled projects(specify)...that have helped me explore new avenues and hone my skills in team building, coordination, trouble-shooting and target ‘practice’.

I m a people’s person/ hands on technical person/ trained scuba diver, thus helping me win over my fears.

- About yourself
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#2. Why do you want to work for us?

Do a thorough background study of the company, whose interview you are sitting for. Focus on their positives, while also examining any pitfalls that the company might have, so that you can voice your concern if you are asked to pose your queries, in the end.

However, use the most polite terms while asking about their weaknesses.

#3. Where do you see yourself five years from now?

- I am definitely interested in making a long-term commitment to my next position. Judging by what you've told me about this position, it's exactly what I'm looking for and what I am very well qualified to do. In terms of my future career path, I'm confident that if I do my work with excellence, opportunities will inevitably open up for me.
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4. How many companies' interviews have you been a part of?

This is a tricky question trying to gauge how focused you are about your goals?

Telling lies here does not matter. But speak smart lies!

They simply want to know how deeply interested you are in a particular profile that they are recruiting for.

If you have been attending all and sundry interviews, do not mention it.

Mention only those companies that have offered the same profile opening.

ANSWER

Of course am looking for the best place to apply my abilities and so far this place seems excellent!



#5. What is the best thing that your faculty members find about you?

- Oh...I have been rather fortunate to have most of my faculty members holding reasonably good opinion about me. They have been more than satisfied with the research work that I have contributed to, whether as an assistant or solo. I have received rave reviews for my team building and organising skills during the recently concluded college fest.
 - They call be a trouble-shooter / problem solver and that indeed, boosts my morale.
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#6. What are your hobbies / leisure time pursuits?

Your hobbies should complement some role of the profile applied for)

HOBBIES	JOB PROFILE/ TRAITS
TRAVELLING	CLIENT- MEETING ROLE / ACTIVE ROLE
MEETING PEOPLE	---”----
READING AND WRITING	RESEARCH ORIENTATION
SPORTS -- OUTDOOR	FITNESS ORIENTATION- OVERALL/ TEAM PLAYER / SPORTSMANSHIP
SPORTS -- INDOOR	MENTAL FITNESS – NUMBERS RELATED JOB PROFILE
ADVENTURE SPORTS	RISK TAKER/ TEAM -LEAD POTENTIAL
COOKING / GARDENING	CONTENT BUILDING / MULTI TASKER / TASK FINISHER

#7. How many long-term and short-term goals do you have? Could you list them for me?

DO NOT BE NAÏVE TO SCRIBBLE A LAUNDRY LIST OF GOALS!!! This is a trap!

Nanhi -si jaan you are (fresher), how can you have multiple goals? That would prove fatal....and outright, fake!!

Ideally, your goals should sound realistic and at the same time blend with that of the organisation.

- *“I have just one short term goal and one long term one, that will help me stay focused. I believe the climb to reach the goal will help achieve many little aspirations, on my way up.”*



Short Term Goal

To be a part of this great organisation that would help me realise my true potential and learning skills and provide a launch pad for my career.

Long term Goal

This would also help me progress organically, to achieve my long-term goal, that of growing through a responsible managerial level, enabling me to charter the course of the company into diverse avenues of sustainable growth.

#8 *What is your dream job?*

- The best is to stay generic and say something like:
 - A job where I love the work, like the people, can contribute and can't wait to get to work.
 - A Job where I can make a positive change that will enrich the work-life of employees working in my organisation, through applied skills, learning and decision-making.
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9. *Why should we hire you?*

- I have a degree in and when I saw yours is a company that is servicing quite a few clients in the ____ industry.....I decided to explore the opportunity to associate.
 - While learning on the job, I could also bring on the table, my skill sets and traits of diligence, hard work, adaptability and logic.
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#10. Have you been in some challenging situation ? Explain how you handled it ?

- Subtly highlight your strengths like Positive thinking, Hard work, Focused approach etc. by recalling(or creating) an incident that contains a technical/ physical challenge, a thoughtful plan, your ability to handle the situation and how the whole thing played out to the benefit of the team/ college.
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Example

- “I am a huge sports enthusiast and have been a regular member of the college athletic team. There was an event coming up slightly ahead of one of our exam schedule. Although our coach said, I could skip the competition, I was sure I could win points for the college. So I decided to put in extra time in studies late evenings, while also practicing and attending the event. I had to stretch myself a bit physically & mentally, and also manage my time scrupulously. But finally I was able to win the tournament and also come out with good scores in exam. This challenge helped me realise the latent potential that i had

#11.What are you looking for in a job?

Guidelines:

- General working conditions, conducive to learning and adaptability.
 - More openness between boss and employees.
 - Organic growth
 - Develop certain skills (specify)
 - Competitive pay package
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12. What irritates you about your co-workers/ team mates?

- Trap question
 - How much ever you wish to bash them with your words, be tactful while answering this one.
 - Use terms such as
 - Lack of enthusiasm...professionalism...seriousness...
 - Procrastination
 - Care-a-damn attitude
 - Lackadaisical(laid back) approach towards deadlines.
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#13. How do you propose to compensate for your lack of experience?

- First, if you have experience that the interviewer does not know about, bring that up:
 - I believe a fresher like me would bring on board, diligence, passion, ability to adapt and learn and a very positive mind-set. I am like a clean slate. With this nourished premise devoid of any vices, it will be only a matter of time before I begin to add value to the work environment and requirement.
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#14. What experience do you have in this field? or Do you have any actual work experience?

Stark freshers can narrate their internship experience. Utilise this opportunity to highlight all that you have picked up on the job; but take care to align it with the current job profile you have applied for.

Do not get carried away, distracted or intimidated by intermittent questions from the interviewer.
Stick to your guns!

#15. Are you willing to work overtime? Nights? Weekends?

Think well before you reply to this one.

Do not be in a hurry to please the panel.

You cannot back-track once you have committed.

That will affect your credibility.

Be absolutely sure of what you say.

Your response

- If the nature of the job demands, I will follow the rule-book, regarding night shifts.
 - Being young, am sure working overtime to meet project deadlines will only help me hone my skills and tenacity, further. However, given a well coordinated team effort and sound planning, am confident that the project deadlines will be scheduled in such a way that our regular work timings will suffice, to deliver.
 - Although family time is precious too, occasional weekend assignment should not hurt much.
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#16. Would you be willing to relocate if required?

- Same guidelines as the earlier one.
- Be honest and open



17. *Do you have any blind spots?*

- Trick question. If you knew about your blind spots, they would no longer be blind spots. Do not reveal any personal areas of concern here.
 - Let them do their own discovery on your negatives. Do not hand it to them.
 - Don't be too specific of your actual weakness.. But instead try to bring out that you are very team oriented...in case they insist on an answer.
 - Response: NO, perhaps you could identify, if any, when am on the job!!
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#18. How would you tackle the first 90 days?

- I am diligent and a quick learner and can easily adapt to new situations. Armed with these traits, learning the ropes while contributing positively to team effort and accomplishing tasks assigned, should see me through the first quarter of my career.
 - Better than saying, you would like to study the surroundings in order to be better understand my work environment.
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#19. What qualities do you look for in your boss?

- Well, I would be happy to have a boss who gives great credence to communication and open discussions and is receptive of new ideas.
 - A person who believes in the rebounding effect of respect and appreciation would make for a dignified boss.
 - A role model who knows how to ace his game, has clarity, can take quick decisions and motivate his team, will be my ideal boss.
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