



Your guide to interview success

Revolent

World-leading cloud talent creation

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The purpose of this document is to provide you with hints and tips to present yourself in the best possible way to your potential new employer and secure you a new role!

Interviews come in all different formats - face to face, video calls, panels, technical tests and phone calls to name a few. Most interviews will include a questioning phase, but many companies vary how they approach the Q&A section of an interview, so it is worth being aware of the types of questions that can be used and what your interviewer is looking for.

Interview styles

Each type of interview format encompasses specific styles for presenting questions. The three types of interview question styles include:

Open-ended

Open-ended interview questions are usually broad in scope, meaning the candidate is speaking during the majority of the interview. Open-ended questions can focus on broad topics, such as how a candidate's strengths can help them succeed in the role or how they've turned a weakness into a strength. Describe how your skills and experiences relate to the job and how they will help you perform effectively when answering open-ended interview questions.

Situational

Situational interview questions present candidates with a real-world scenario and ask them to solve a problem or evaluate how they would approach a situation. Give specific examples of how you've handled similar situations in past roles, or describe how you would approach the scenario if you have no experience with situations similar to the one you've been presented with.

Behavioral

Behavioral interview questions focus on your behavior in past professional, personal and interpersonal positions and the outcomes that resulted from your actions. Use the STAR method for answering behavioral interview questions; explain a situation, the tasks you performed, the actions you took and the results of those actions. This approach can help you highlight exactly what employers are looking for: effective communication, leadership, teamwork and interpersonal skills.





Preparing for success

Research

- Use LinkedIn to research the interviewer and other people working at the organisation. You can then understand how they use Salesforce.
- Company: values, mission, culture, benefits, ethics, background, location, anything you want to know
- How do you slot into the business model? What can you offer? What do you relate to?
- What will your commute look like? Plan your route.
- Who is interviewing you? What is their function in the business?
- Find some common ground.

Job Description

- How does your experience link?
- What draws you to the role/ business?

Common interview questions and answers

- Prepare answers
- How can your answers stand out?/What makes you different?
- What specific examples can you provide to support your answers?
- Review common interview questions including technical questions for the role you are interviewing for

What questions do you want to ask?

- What do you want to know more about? What are you unsure about?
- Think about questions that demonstrate the research you've done

Tell me about yourself:

- Prepare a concise and specific overview to highlight your experience
- What are your three biggest achievements? What examples can you provide to support this?
- Ensure you sell yourself in a way that matches the job description

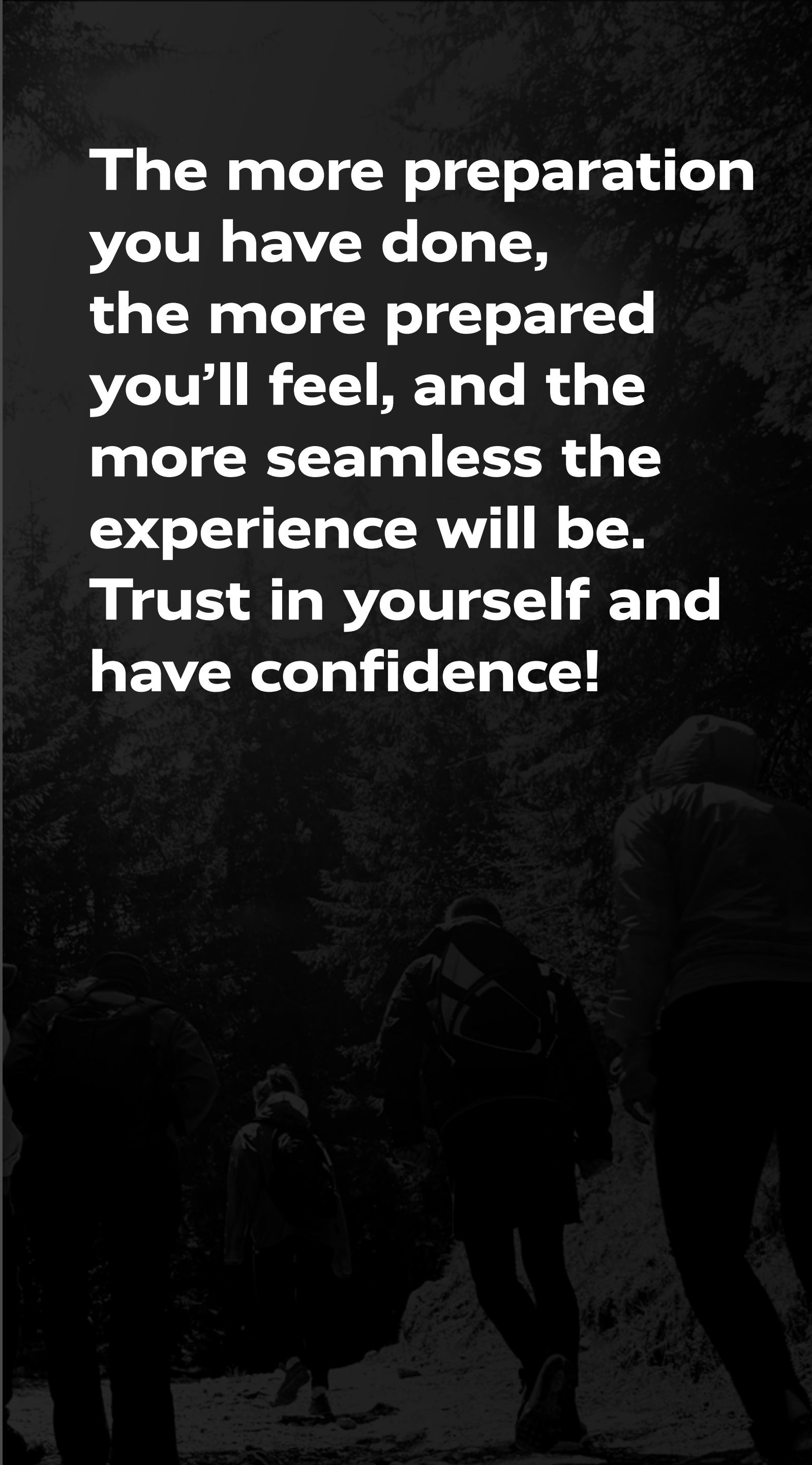
Resources

- Are there any projects/portfolios etc. you could present in the interview to support your answers?



Typical Interview Questions

1. Tell me about yourself
2. Why should we hire you?
3. What is your greatest strength?
4. What is your greatest weakness?
5. Why do you want to work for us?
6. Why did you leave your last job?
7. Tell me about your experience
8. What do you consider to be your greatest accomplishment?
9. Describe a difficult work situation and what you did to overcome it
10. Where do you see yourself in five years?
11. Do you have any questions for me (the interviewer)?

The background of the left sidebar features a dark, high-contrast photograph of several people hiking up a steep, rocky mountain trail. They are wearing backpacks and outdoor gear, and their silhouettes are prominent against the lighter, though still dark, background of the mountain.

**The more preparation
you have done,
the more prepared
you'll feel, and the
more seamless the
experience will be.
Trust in yourself and
have confidence!**

During the interview

First Impressions

Ensure you have any resources needed, such as a pen, some paper, a copy of your CV and any notes you want to refer to. It's also useful to take a copy of the job description to interview, just in case you need to refer to it.

Phone

Find a quiet place, make sure your phone is fully charged and your headphones are ready (if needed).

Virtual: Teams/Zoom etc

- Where are you going to base yourself? Are you clear and presentable? Be aware of outside noise, test the volume, and make sure you log-on with enough time.
- Treat your appearance the same as a face-to-face interview.

Face to Face

- Arrive 15 mins early, and always check transport links/parking etc well in advance. Always factor in additional time.
- Wear professional attire. If you're unsure, it is always better to be overdressed than underdressed.

Interviews are a two-way street

Not only are employers looking for top talent, but you are also assessing whether you would want to work for that company.

Always be positive

Even if an employer asks what you liked least about your last job, try to put a positive spin on it.

Anticipate concern

If there is an area of your resume that is lacking, be prepared to answer for it and back yourself up.

Sell it back to the client

Review the job specification/LinkedIn and speak with the Sales team to understand what the client actually wants. You should then sell this back to a client highlighting your aligned strengths and expertise.

Professional follow up

Write a follow-up email to your interviewer thanking them for their time, and reinstate why you think you would be a great fit for the role.

Call your consultant after the interview to discuss:

- How you felt it went
- What questions were you asked
- What next steps were discussed
- What your impressions are based on the interview

Your consultant will liaise with the company to discuss the next steps. If you have any further questions, always contact your consultant first.

Sell it back to the client

Please take some time out to complete the interview feedback form to debrief following your interview.

Once completed please send it to:

- US - Rob Morgenroth & Jade Scrimgeour
- UK - Nobin Choudhury & Rachel Imeson
- AUS - Kyle Obrien



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