28/08/14

Interviews

Interview Technique

Why do we have interviews.   
> Fit into the company culture

> Fit for the job

A chance to develop further on your cv. Deliver a 10page cv verbally

> Know your CV

Tick off the Job role to the cv/interview, they will ask questions to check you marry up to the job description

> Body Language

> Rapport

> Mirroring\* Be aware, be subtle

Research Tool: SWOT analysis

Strengths

Weaknesses

Opportunities

Threats

Do SWOT on yourself and company of research!

Competitors, cursory research.

Types of Interview Questions

>Can this person do the job

>Will this person do the job

>Will this person fit in

Questions fall into these main types:

> Competency based

-“Tell me about a time when…”

> Scenario based

-“If you were…”

> Technical

-“What do you understand about…”

> Business Acumen

-“What do you know about the industry?”

> Further Investigation

-“here’s the curve ball…”

Anserwing Questions

>Remember, assessment begins the second you arrive, first impressions are vital

>be concise, - no waffle or repetition

>Ensure your response the actual question asked, not what you would like to talk about

> Convey enthusiasm abd a passion for your industry

>Keep responses/examples positive, scenario outcomes shard should always be positive

>If you embark along an example you feel is no longer suited/incorrect, stop. Start again with a new one

> Do not apologise in interviews

> Take your time. Breathe.

Competency Questions – Star Technique

S - Situation: set the scene

T - Task: what was expected?

A - Action: what do YOU do?

R - Result: always positive