
INTERVIEWING FOR INTROVERTS

BEFORE THE INTERVIEW

1. **Conduct company and interviewer research.** Do as much research as you can about the company and the person you are interviewing with. You can come across similarities that you have with the interviewer(s) and use that for small talk conversation starters and to set a comfortable interviewing environment.
2. **Outline your responses to practice questions.** While it may feel helpful, avoid writing out your responses verbatim when preparing; it's often very obvious when you are reading from a script, and this makes it more noticeable when you "mess up." Developing a general outline with talking points is recommended.
3. **Practice responding to questions out loud.** It's unnatural for most people to brag about their achievements; the more you get comfortable speaking in this way, the easier it gets. A good best practice is recording yourself and rewatching so you can also take note of your verbal and body language.
4. **Arrange Your Day Strategically.** It's not that introverts don't enjoy being around people—we do—but the more time we spend interacting with others, the less energy we have. That's why we recommend arranging your schedule so that you have a cushion of "solo" time both before and after the interview. Think of it like plugging in your phone. Being alone before the interview will give you energy, while being alone afterward will allow you to recharge.

BEFORE THE INTERVIEW

1. **Embrace silence.** It's okay to let the conversation breathe and wait 5 to 10 seconds before responding to a question. Silence is better than using filler words, being tongue tied, or rambling. As an introvert, it's best to give time for your thoughts to digest and prepare what you are going to say.
2. **Use stalling techniques.** When you need extra time to formulate a response. Some examples include complimenting the question, repeating the question, or asking a clarifying question.
3. **Mention That You're Introverted.** Tons of people are introverted; in fact, your interviewer may be an introvert as well! Hiding the fact you are one can land you in an office where colleagues may not see you as your authentic self. (Imagine working at a company where every single task is accomplished in a team. Scary, right?)
4. **Convey your strengths as an introvert.** As an introvert, you bring unique value to the workplace. Identify your top strengths and be sure to convey these during the interview. Examples include, attentiveness, active listening, strategic, observant, insightful, empathetic, and self-motivated.
5. **Use the STAR method to respond to behavioral questions.** The STAR method is a technique of answering behavioral interview questions by describing a specific situation, task, action, and result of the situation you are discussing. This method will help you prepare clear and concise responses using real-life examples.