

M2W6S2

# Interviews III

## Virtual Classroom

# Pre-work



Interview III Reader



Video activity: How to ace technical questions



Workbook: Technical Skills Audit



# Session overview



Hard interview questions



What are they really asking?



Technical interview questions



Interview practice



# Virtual Classroom Part 1



Hard interview questions



What are they really asking?



Activity: What is being asked / rate the response



# Hard questions – your experience

- Who has experienced a hard question?
- What makes a hard question so hard?

I had no idea what they were asking.

I didn't know the answer to the question.

I had no experience in what they were asking.

I couldn't think of a good STAR example.

- How did you respond?

I froze. Said I don't know.

I asked questions to get a better understanding.

I made something up.

I asked them to repeat the question.



# What are they really asking?

Imagine you are half way through a job interview and the interviewer asks ...

“Are you willing to fail?”

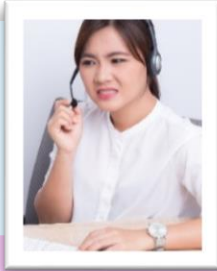
Um, no. I’m a perfectionist, I don’t fail.



What is the interviewer wanting to learn about you?

- How you think on your feet.
- How you cope with failure.
- If you are willing to learn from your mistakes.
- If you are able to reflect.

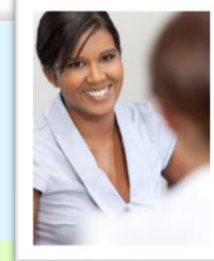
# Activity - What is being asked & how good is the response?



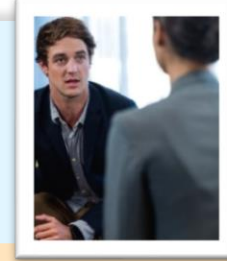
*Sandra is an Engineering graduate doing a Vieple interview. A question asked is, "Where do you see yourself in 5 years' time?" Sandra responds with, "Married with 3 kids".*



*Arturo is an ICT graduate at an internship interview. When the interviewer asks, "Why did you choose this profession?" Arturo responds with, "I've actually got no interest in computers, I'm doing this purely for PR".*



*In the interview Lilo was asked, "Tell me about one of your weaknesses". She responded with 'compared to my colleagues, I'd say it is my English communication skills'.*



*Peter is a commerce graduate applying for a graduate role at NAB. One of the first questions asked at the interview was, "What is the NAB share price today?" Peter's face went blank and he said, "I have no idea."*

You have 15 minutes to complete this activity.

1. Your trainer will assign you to ZOOM break-out rooms.
2. Read the 4 interview scenarios and answer the questions in your workbook.
2. What is the interviewer actually asking? What information are they seeking?
3. How well did the candidate respond? How would you respond?



**Take a break**



# Activities – Group and individual



Activity: How to respond without experience



# Activity - How to respond when you have no experience

As pre-work you completed a Technical Skills Checklist.

There may be some skills that you have little or no experience in. That's OK, but you need to know how to respond effectively when asked about your experience.

You have 15 minutes to complete this activity.

1. Look at the checklist and choose two technical items that you have no experience with.
2. Draft two responses if you were asked about your experience in these areas.
3. Discuss your responses in Virtual Classroom Part 2.



# Virtual Classroom Part 2



Responding for technical questions



Avoiding saying 'I don't know'



Activity: Interview role play



Reminder: Vieple assessment

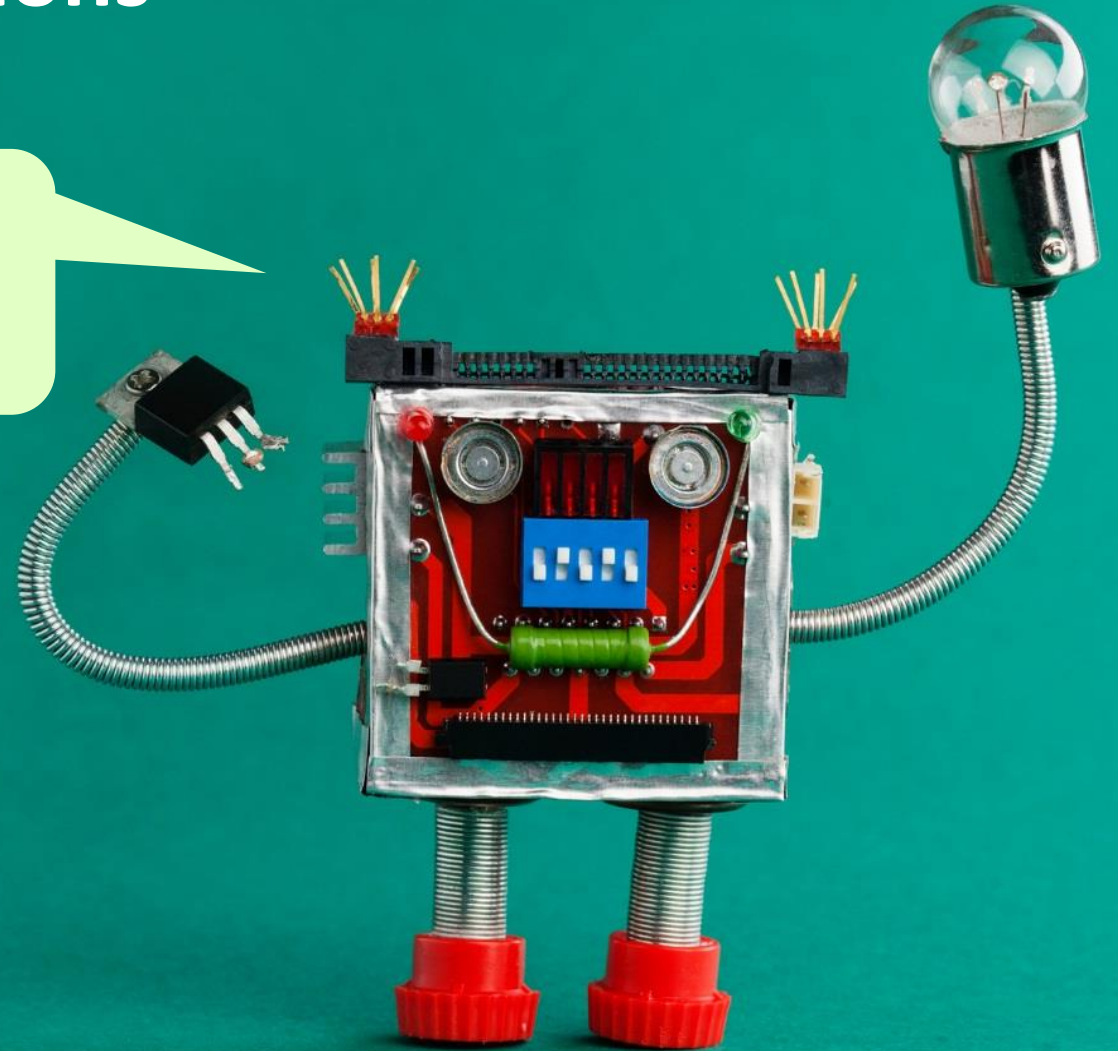


# Responding to technical questions

What strategies would you use to respond to technical questions?

What would you do if you were asked about a software or tool that you've not used before?

Umm....



# Strategies to avoid responding with “I don’t know”

What impression do you think it would make if you replied with:

- “No, I can’t.....”
- “I don’t know.....”?
- “I don’t remember”



This is not the way to respond. It creates a negative impression. You will come across as unmotivated, uninterested and unwilling to learn.

**Remember:** In an interview, you need to take every opportunity to promote your skills and experience, and demonstrate that you’re a good fit for the role.

# Interview role-play

**Step 1:** Greetings, shake hands and introductions

**Step 2:** Small talk

**Step 3:** Questions:

- Opening question
- General
- Behavioural question
- Technical question

**Step 4:** Bring to a close and ask for questions

**Step 5:** Conclude and shake hands

What do you need to remember?

Eye contact, smile, firm handshake

Talk about the weather, traffic, the building

PPF formula, STAR model,

Avoid saying “I don’t know”, show interest/keenness to learn

Use STAR, describe when and how you’ve used the software/skill

Demonstrate your interest in learning more about the team, role and company. Confirm next steps.

Eye contact, firm handshake and thank them for their time.



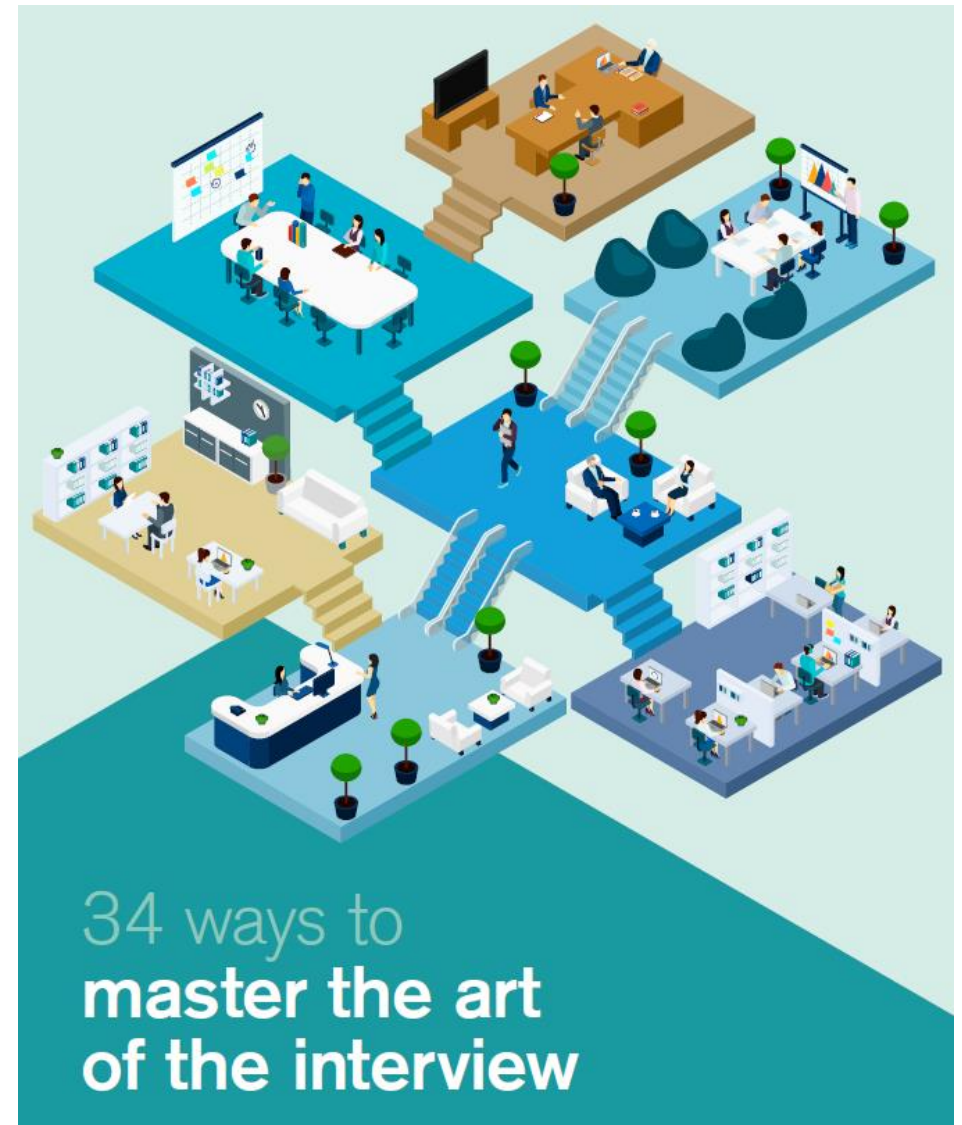
# Interview role-play debrief

How did you go?

What do you still need to work on?

## Practice makes perfect

1. Make time to look at “34 ways to master an interview” on Moodle.
2. Identify your weaker areas and access the materials on Moodle including the Extra Resources.
3. Undertake an Internet search to skill up.



# Vieple assessment (AT6) – in your own time

- For this assessment you must complete a Vieple interview in your own time prior to next class.
- Refer to the Learner Assessment Guide in M2W5S2 Interviews II (AT6)

## Practice makes perfect!

- Before you complete the assessment, first practice with the login details from the last session
  - ✓ Sign in as a Candidate to practice responding to **5 new questions**
  - ✓ Then sign in as a Rater to view your response.
- For example if your number was **#101**:

Username: <b>candidate101@monashpp.edu</b>	Password: <b>Monash01</b>
Username: <b>rater101@monashpp.edu.au</b>	Password: <b>Monash01</b>



# Session summary

- How do you rate yourself for each area we've covered?
- Do some more research or practice where you need to

Key

Got it!

I need some help

I don't understand this

## I now feel confident to:

Apply strategies to respond effectively to difficult questions
Apply strategies to respond effectively to technical questions
Apply my interview knowledge and techniques in an interview

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