



INTERVIEW PREP

INTERVIEW PREP FOR DOYINSOLA ADEGBEHINGBE

1. Tell me about yourself.

Purpose:

- a) You are asked this question usually as an opener.
- b) The interviewer wants to gain insight on your person and how you represent yourself.

What the HRM is trying to see:

- a) What qualifications you have that make you fitting for the job role.
- b) If you are the best candidate for this job role.
- c) How you represent yourself
- d) Your confidence viz a viz your arrogance
- e) How you present your thoughts
- f) If you are passionate about the vision of the company.

What you should aim to do:

- a) Passionately communicate who you are and your motivations for applying for the job, taking into consideration the company culture and mission statement.
- b) You should also try to answer as many other questions so that the employer doesn't ask them again. E.g your 5 year plan, why this company etc

How to answer :

- a) State your educational background
- b) State your motivations behind pursuing this career path and by extension the job with this particular company
- c) Include your likes, skills and a big or recent accomplishment.
- d) Include your 5 year goal/plan
- e) Include your interests and what you enjoy doing with your free time
- f) End with why you feel you are a good candidate for the role

What NOT to do

- a) Talk about your state of origin or family background
- b) Be cocky and proud
- c) Not Maintaining eye contact.
- d) Recite your resume.

Additional Resources:

Watch YouTube videos below.

'Tell Me About Yourself' by Dan Lok

How to answer "Tell Me About Yourself" Interview Questions by Professor Heather Austin

2. Why are you interested in this position?

Purpose:

- a) To make sure you have the right intentions/ motivations behind applying for the job
- b) To ensure you are not searching in multiple areas/places.

What the HRM is trying to see:

- a) Your certainty and resolve to excel in the role
- b) Your skill set and experience for the role

What you should aim to do:

- a) Aim to discuss the opportunity you see in this new role.
- b) Give reasons why you want to work with them and in that capacity
- c) Cite illustrations from your educational or professional background and apply as your motivations for applying to the position

How to answer:

- a) Talk about the company and how you got to know about them
- b) Talk about why you like the company and that particular role.
- c) State your qualifications and align them with how you intend on implementing them in their firm

What NOT to do

- a) Be vague and keep rambling
- b) Lie. If you do not have any experience, go ahead and state so. But reassure them that you are a quick learner, citing examples on tasks or projects you have completed without initial knowledge of same.

Additional Resources:

Watch YouTube video below.

'Why Are You Interested In This Job Position' - How to answer by Cass Thompson

3. Why are you leaving your current job? / Why did you leave your previous job?

Purpose:

The Interviewer can get hints of your working relationship with your former or current employer.

What the HRM is trying to see:

- a) The HRM manager is trying to know search criteria when looking for a job.

What you should aim to do:

- a) Establish a good/smooth working relationship with your previous employer
- b) Outline positive benefits you hope to gain by transitioning into a new role
- c) Assure them that you are seeking to join the firm for the long haul.

How to answer:

- a) Be mindful of your choice of words.
- b) Place emphasis on the need to expand on your skills and passion.

What NOT to do

- a) Criticize your previous employer
- b) Cite money or remuneration as a motivating factor
- c) Mention any short term plans that connote you might leave the organization soon
- d) Make your answer too personal.

Additional resources:

Watch YouTube video below.

How to answer the question; "Why Are You Leaving Your Current Job, Interview?" – Dan Lok

4. What are your weaknesses?

Purpose:

Your interviewer wants to see your level of self awareness and sincerity.

What you should aim to do:

- a) Communicate genuine weaknesses and ensure they are in relation to the job description.

How to answer:

- a) Draw out weaknesses pertaining to either skills or habit and how you took a positive turn to correct it.
- b) Include an example and briefly explain what the experience thought you.

What NOT to do

- a) Do not intend to show you have no weaknesses
- b) Do not try to disguise a strength as a weakness.

Additional resources:

Watch YouTube video below.

What Are Your Weaknesses? Interview Question by Dan Lok

5. What are your greatest strengths/what are your biggest accomplishments:

Purpose:

- a) Your interviewer would want to see if you are an employee that can add value to the company.
- b) Here your interviewer would also study how you apply your strengths to your career.

What the HRM is trying to see:

- a) Check whether you're self-aware and able to speak about yourself with confidence
- b) How good your communication skills are
- c) How your skill set relates with the role.
- d) The value/impact you could have on the company

What you should aim to do:

- a) To let your interviewer see your key strengths as they relate to the job
- b) To let your interviewer see you are a better candidate than your competitors, offering a unique blend of skills and intuition that cannot easily be found.

What NOT to do:

- a) Give a list of strengths
- b) Mention Strengths that do not relate to the job description

Additional resources:

Watch YouTube video below.

[What Are Your Strengths by The Interview Academy](#)

[How To Answer "What Is/Are Your Greatest Accomplishment" by Cass Thompson](#)

6. Why do you want to work with us? (HIGH IMPACT ANSWER)

Purpose:

This question would evaluate your reasons for selecting them amongst the numerous companies in the job pool. People have various reasons for applying for jobs, to some it is for the pay, to some for experience while some truly want to contribute.

What the HRM is trying to see:

- a) He would like to find out what you know about the firm and position (and if you took the time to research)
- b) Your preferences and your priorities.

What you should aim to do:

- a) Show that you have done your research and you know a lot about the firm. You should show that you have an idea of their culture, work ethics, development plan and successes in the news or even ratings.

What NOT to do:

- a) Be vague
- b) Lie
- c) Not doing prior research

Additional resources:

Watch the youtube videos below

[Top 10 Interview Questions by Dan Georgevich](#)

[Why Should We Hire You - The Urban Flight](#)

7. How would your current/previous manager describe you?

Purpose:

Here the employer would consider how you would relate with him and would want to get a perspective of your working ethics.

What the HRM is trying to see:

- a) He would want to see your work ethics and how you would perform
- b) Your employee-Employer relationship.

What you should aim to do:

To give him insight on your performance and relationship with superiors and peers

How to answer:

- a) Consider your performance review from previous superiors
- b) Mention two good reviews and one bad good review from your previous employer

What NOT to do:

- a) Do not cite a damaging review. In your sincerity, do not implicate yourself
- b) Do not Lie

Additional Resources:

Watch the youtube video below

'How Would Your Boss Describe You' Interview Question by Brian Krueger

8 . How would you improve our product/service? Or What value do you have to offer?

Purpose:

This question is to test how innovative you are, whether you're a quick thinker and if you'll bring new ideas to the role.

What the HRM would like to see:

- a) Your qualifications
- b) Your knowledge and skills and how they apply to the job role

What you should aim to do:

- a) Illustrate how your skills would be beneficial in their firm, in relation to the job role.
- b) Pin point some weaknesses or lags the company is experiencing and proffer solutions to them. Prior research is crucial here.

What NOT to do:

DO NOT LIE

Additional Resource:

Watch the youtube video below

'How would you contribute to our success' Interview Question by Dan Armishaw

9. How do you approach conflicts in work?

Purpose:

There is hardly any team that won't have conflicts in a long run. Your employer would be testing your maturity , ability to work in a team and mitigate work place conflict.

What the HRM wants to see:

- a) Your ability to resolve conflicts
- b) Your employee to employee relationship ethic
- c) Your assertiveness

What you should aim to do:

Give an indication of your personal ethics and non confrontational work style. Emphasize that you acknowledge the importance of conflict and disagreement and that you are skilled in conflict avoidance or resolution tactics. Explain a case of conflict, how you identified the different personality types and what tactics you adopted to resolve the conflict and get the job done.

What NOT to do:

- a) Portray yourself as someone who avoids conflict at the risk of not being assertive. I.e a yes man

Additional resource:

Watch the youtube videos below

[How To Answer Interview Question on Work Conflict by Accela Coach](#)

['How Do You Handle Work Conflicts' by Indeed Career Guide](#)

10. How much are you looking to be paid?

Purpose:

To assess your perception of yourself and your knowledge of industry standards.

What the HRM is trying to see:

- a) Your idea of the salary range paid in the company
- b) What you would like to be paid
- c) He would like to assess your perception of your worth or your desperation to be meaningfully employed

What you should aim to do:

- a) Do proper research to find out how much the company pays for that particular position.
- b) Give a range and do not give a specific amount. The range should be a difference of not more than 25,000. e.g between 150,000 and 165,000.
- c) Give a follow up explanation for why you think you deserve to be paid that amount

What NOT To Do:

- a) Do not look uncertain, rather be confident.

Additional Resource:

Watch the youtube videos below

[What Salary Are You Looking For? - The Interview Academy](#)

['What are your salary expectations' Interview Question by Andrew LaCivita](#)

11. Where do you see yourself in Five Years?

Alternative Questions:

What are you looking for?

How do you define success?

What is most important to you in your career?

What are your long term goals?

Purpose:

The interviewer wants to understand your career plan/trajectory and how it fits into the company's outlook over the years.

What the HRM is trying to see:

The HRM takes your long term plan into consideration because they want to hire someone that would stay and be integrated into the company for a long period of time.

What you should aim to do:

Communicate and expand on your future goals career wise. Incorporate any plans for masters to enable the company plan their human resource inventory.

Regardless, sell yourself as a long term visionary and highlight your passion for growing with the company.

What NOT to do:

You should not LIE. It would ruin the relationship after you leave the company. This may mean that you would not get good reviews or referrals when applying to your next job.

Additional Resources:

Watch the youtube video below

Where do you see yourself in 5 years- Deniz Sasal

Where do you see Yourself in 5 years? - Professor Heather Austin

12. Questions Relating to the Job Description

Examples:

When responding to media and public inquiries, what question do you find most difficult to answer?

What does public relations mean to you?

What is the most appropriate channel for circulating company updates?

And other similar case study scenarios

Purpose:

This question evaluates how much you can 'think on your feet'

What you should aim to do:

To make your HRM manager see that you are very knowledgeable in this field and that you are able to improvise and answer difficult questions on your feet.

What NOT to do:

- a) Do not attempt to be cocky
- b) Do not ramble.

Additional Resources:

Watch the youtube videos below.

[Public Relations Interview Questions & Answers by Career Ride](#)

[The Most Common Job Questions and Answers - The Interview Academy](#)

[How To Answer 7 Top Interview Questions](#)

[The 7 Top Interview Questions and Answers \(Pass Guaranteed \) by CareerVibs](#)

13. Do you have any questions for us?

If you are not asked, ensure you ask questions about the company or the role or if they have any reservations about your application.

Sample Question:

a) What are the cultures that abide in this company?

Getting the Company's culture is important in order for you to know how your relationship with those around should be.

b) What are the career advancement opportunities you have here ?

If you are to work here for a long run, it is very important you make inquiries on this.

c) What are the evaluation processes in terms of tasks, projects and managing client's expectations?

d) Are new marketers assigned to one department or rotated through several? How is their work determined, assigned, and evaluated?

e) Do you have any concerns or reservations about my application?

This question would enable you to rate your interview session and see how well you have performed.

Wrapping Up The Interview:

Once done, thank the interviewers for their time and inquire after when you can expect to get feedback. “When can I expect to hear a decision?”

Finally thank the interviewer again with a firm handshake and let him know you look forward to hearing from him.

Additional Resource:

Watch the youtube video below

[How To Wrap Up a Job Interview - The University Of Kansas](#)

Conclusion

Your overall aim for an interview session should be *Leaving a lasting impression on the interviewer*, this is why it is important to adequately prepare and study for your interview. Interviews are generally rated/scored under categories such as Role Deliverables, Long term Goals, Technical know how, work style, character traits, career trajectory, soft skills, culture fit and strengths. Endeavor to make a strong impression in these categories.

We wish you the best of luck.

Signed

NORON MARQUE