

How to get calls for an Interview for desired role

Deep Dive into how to identify your strengths



Introduction

Management Coach and Mentor with 40 years of experience in Talent Development

Arun Singhal



Post Graduate in Marketing & Finance from IIM

Bangalore in 1981

26 years of work experience in Unilever, Johnson & Johnson and Dumex India (now Danone Nutrition) in sales, marketing, operations and general management in senior positions in India and Asia Pacific

Been consulting, coaching and counselling individuals, small and medium business since 2007

Working with IIM Udaipur since June 2015 as faculty for IBP in addition to driving entrepreneurship, emotional intelligence, Bloomberg Lab and career counseling

Also a certified CEO coach

Coached and Mentored for past 14 years @

- ✓ IIM Udaipur
- ✓ Vikram Cements
- ✓ Seva Mandir Udaipur
- ✓ BSL Ltd
- ✓ Mayur Suitings
- ✓ Volkswagen India
- ✓ Kris Flexipacks Pvt Ltd
- ✓ Bayer India
- ✓ Cello India
- ✓ Makarizo Indonesia
- ✓ Ayushakti Health Care Pvt Ltd
- ✓ Hia Designs
- ✓ Mind Technologies
- ✓ Hindustan Instruments
- ✓ Panache Computers

Enrichmentors

Building Businesses, People, Wealth & Health Successfully over 40 years



Purpose

The purpose of the module is to give you an in-depth understanding of how can you identify your strengths that can better help you get a call for an interview for a desired role.

At the end of this module you will learn the following

- Understand why is it important to identify your strengths
- Understand what do you do today to identify your strengths
- What steps should you take to identify your strengths
- What could your strengths look like?



Why identify your strengths?

- It will help you choose a role in which you can do well in the interview as well as after taking up that role because
 - Each role requires different knowledge and skills to do well
 - You need to good on these first to get selected and then to do well
 - Hence why not work backwards by first finding out what are you good at and the find the right job
- Consulting roles require excellent problem solving skills where as Relationship Manger roles required excelling interpersonal skills
- Hence you need to know which is your strength and then choose a role based on your strength



Current Process Review

What do you do now to identify your strengths and how good is it?

Current Process	Process Effectiveness



Current Process of Strengths Identification

- Most of us identify our strengths entirely subjectively based on our own views
- We don't know if our strengths are really our strengths or only a wishful thinking?
- We don't know if there is a strength in us which we are not aware of?
- We don't know our strengths by Attitudes, Knowledge and Skills required by the Recruiter

Confusion Matrix

	Actually Positive (1)	Actually Negative (0)
Predicted Positive (1)	True Positives (TPs)	False Positives (FPs)
Predicted Negative (0)	False Negatives (FNs)	True Negatives (TNs)



How to identify Identify your strengths



- Answer the following questions about yourself
 - What do you know better than most others around
 - What can you do better than most others around
 - What do people like in you?
 - What have you been complimented about?
- Take the online test like VIA Character Strengths at www.authentichappiness.com



What could your strengths look like?



Attitudes	Knowledge	Skills
Brutally honest	Strategy Formulation and Implementation	Help formulated winning strategic plans
Strive for excellence in everything I do	Marketing Planning	Help create great marketing plans
Hardworking	Sales Development	Get new clients and more from existing ones
Think before acting	Sales Management	Lead a sales team to deliver the agreed objectives
Persistence	Operations and Supply Chain Management	Lead an operations team to deliver the agreed objectives
Responsible	Equity Analysis	Analyse a company stock to recommend buy, sell or hold
Courageous	New Business Dev.	Help develop new business
Thankful		
Care for people		



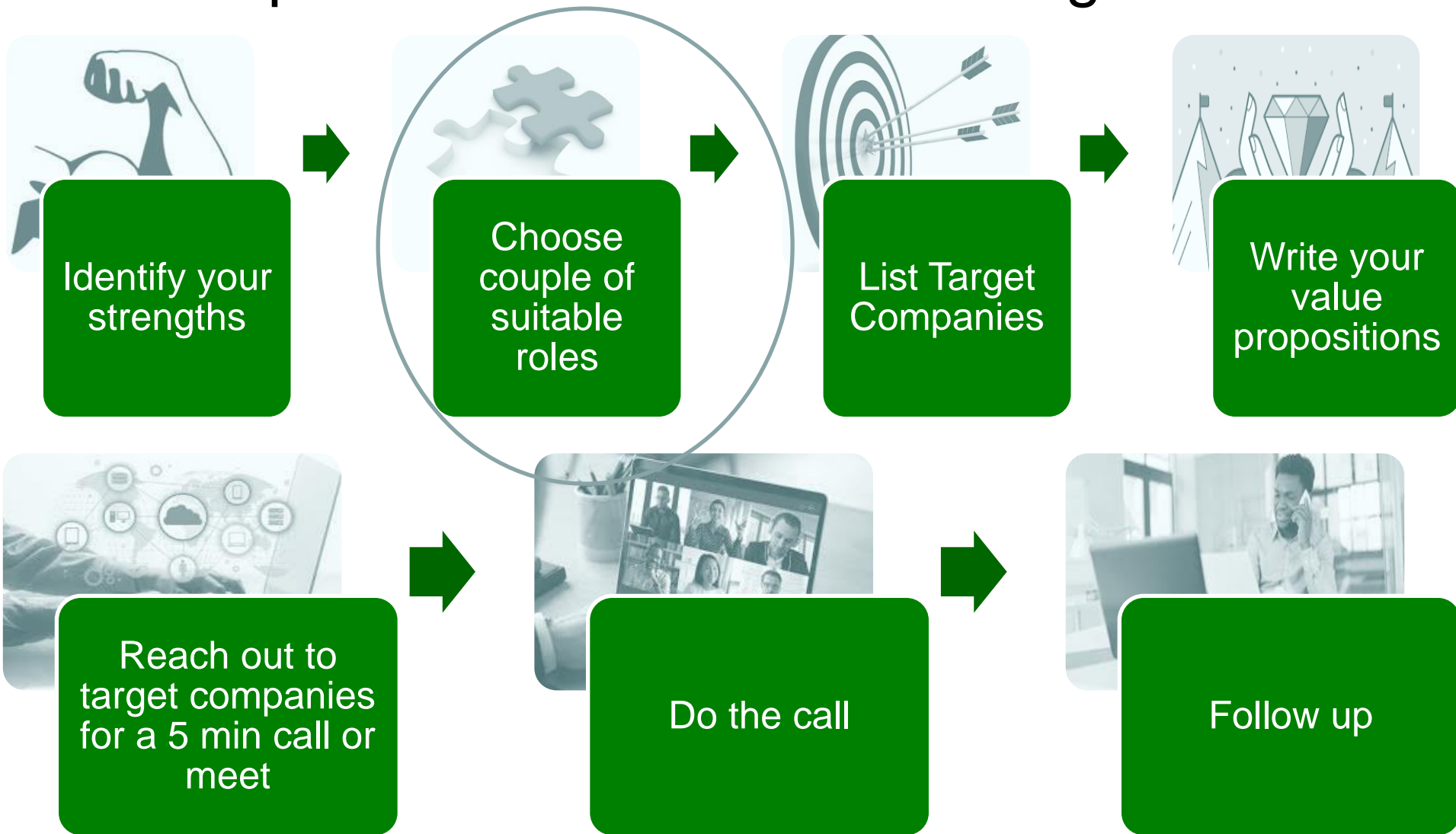
What did we learn in this module

- Most of identify our strengths subjectively
- This process is not very effective for most of us, because we could have identified false strengths and missed real ones
- We need to consider adopting a process that will give us our real strengths so that we can select the roles in which we will do well
- We have a process that can help us identify our real strengths
- We know what our strengths look like in terms of our Attitudes, Knowledge and Skills



What is in it for you in the next module?

Deep Dive into how to choose right roles





Thank you for watching the
How to Identify your
Strengths
of
How to get calls for an
Interview for desired role

