

DOWNLOAD PDF INTERVIEWING: WHAT YOU SAY IS WHAT GETS YOU WHAT YOU WANT

Chapter 1 : Answer the common interview question "why do you want to work here?" : The Preparatory

You never want to say you struggle working with others, or you're bad at resolving disagreements, or taking direction from a manager, etc. Those things will get you rejected in the interview. So pick a specific skill, but pick something that won't severely impact your ability to do this job.

Shutterstock Images Job candidates say a lot during an interview. As the interviewer, so do you. I want you to be likable. Obvious, sure, but also critical. I want to work with people I like and who like me. So I want you to smile. I want you to make eye contact, sit forward in your chair, and be enthusiastic. The employer-employee relationship truly is a relationship--and that relationship starts with the interview if not before. A candidate who makes a great first impression and sparks a real connection instantly becomes a big fish in a very small short-list pond. Life is too short. Oh, I do want you to want the job--but not before you really know what the job entails. I want you to stand out. The more people I interview for a job and the more spread out those interviews, the more likely I am to remember a candidate by impressions rather than by a long list of facts. So when I meet with staff to discuss potential candidates I might initially refer to someone as, "the guy with the handcuff-ready stainless steel briefcase," or "the woman who does triathlons," or "the guy who grew up in Romania. Your hook could be your clothing, or an outside interest, or an unusual fact about your upbringing or career. Better yet your hook could be the project you pulled off in half the expected time, or the huge sale you made. Instead of letting me choose, give me one or two notable ways to remember you. But not for being negative. But I will remember sound bites, especially negative ones. Some candidates complain, without prompting, about their current employer, their coworkers, their customers. I want you to ask lots of questions about what really matters to you I need to know whether I should hire you, but just as importantly I need you to make sure my job is a good fit for you. So I want you to ask lots of questions: You know what makes work meaningful and enjoyable to you. But only if the majority of those questions relate to work. I know you want a positive work-life balance. Then we can talk about the rest. I love when you bring a "project. To really impress me, tell me how you will hit the ground running and contribute right away--the bigger the impact the better. If you bring a specific skill, show how I can leverage that skill immediately. Remember how I see it: I want you to ask for the job. By the end of the interview you should have a good sense of whether you want the job. If you need more information, say so. I want you to really want the job--but I also want to know why you want the job. So tell me why: You thrive in an unsupervised role, or you love working with multiple teams, or you like frequent travel. I want you to follow up. Every interviewer appreciates a brief follow-up note. If nothing else, saying you enjoyed meeting me and are happy to answer any other questions, is nice. But "nice" may not separate you from the pack. What I really like is when you follow up based on something we discussed. Maybe we talked about data collection techniques, so you send me information about a set of tools you strongly recommend. Maybe we talked about quality, so you send me a process checklist you developed that I could adapt to use in my company. The more closely you listened during the interview, the easier it is to think of ways to follow up in a natural and unforced way. Oct 2, Like this column?

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Chapter 2 : What to Say in an Interview About Why You Want Another Job or Environment | calendrierdela

Difficult interview questions and the answers to get you hired Your responses to these tough interview questions will reveal a lot about you. Make sure you say the magic words.

Whatever is important to you not on this list. Do not put down a good boss or good benefits as those are a given. Remember that these areas are identified for your insight and not necessarily for you to share with the employer. Use them to help you develop your answer to this job interview question. More on that below. Now prioritize your entries. If making a specific salary is most important to you, then rank that 1. However, if you are willing to sacrifice some money now for continued training, then training has a higher priority. Evaluate your current or former job and the job you are interviewing for. This helps you see clearly why you are not happy in your current position and will give you an indication of why you are interested in the new opportunity. Make note of those points where the new job fits your preferences. The Career Matrix sounds simple, but it does require some personal insight. I coached a woman who was doing great in her job but was seriously unhappy and did not know why. As a data analyst, she was chained to her desk with little people interaction and never heard a kind word about her performance. In coaching, we discovered that she was an extrovert, liked interacting with a variety of people, solving problems, and being recognized. Suddenly, it was clear why she was not content in her current position -- and what would be important in her next job. Use the Career Matrix as a good tool for you to evaluate the position you are interviewing for and the other opportunities you are considering. Simply put, employers want to know whether you are a good fit for them. Retention is a major issue for companies as it costs them tens of thousands of dollars to replace someone, and get them up to speed. Consequently, employers are looking for someone who is: Enthusiastic about the position and the company, Likely to be a long-term player. A good fit for their corporate culture. Someone that others will enjoy working with as a team mate. Thus, your response needs to show: How your skills match the role. Your enthusiasm for the job. How you fit into the culture. Those reasons will not impress an employer with your fit for their job. Your exercise in building the career matrix will allow you to show that you have given some real thought about what you are looking for and what jobs would be a good fit. Sample Answers Some good responses are: I am also a people-person who likes to build relationships. Based on what you have told me, I would be the point-of-contact with customers resolving issues and overseeing their product delivery. So every day would be different and interesting. I would get to know my customers and build long-term relationships with them. I am very good at what I do, but in the computer field there are always new tools and technologies coming out. I want a company that allows me to learn more and expand my capabilities into new areas. In my perfect world, I would work with my team mates where we all are focused on a common goal and support each other. I was impressed by your team-building and employee recognition programs as they indicate we share the same values. A final statement can be: You will not only be able to give an excellent answer to this job interview question, you will find this insight very useful in the future. The Matrix will help you navigate to the best promotion or next job for you, with this employer or with a different employer in the distant future. And it allows you to frame your answer to this question, whenever you are asked it. Answering the Common Job Interview Questions:

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Chapter 3 : What to say in the job interview to the employer to get hired

Interviewing for a new job can be incredibly nerve wracking, and it's natural to feel nervous about it. But if you take a deep breath and focus on preparing to say the things recruiters want to hear, you'll be fine.

We talked to hiring experts to find out which questions trip up most job candidates, and the better answers that could win you the job.

Tell Me About Yourself The problem: Most candidates find this question overwhelming, says Michele Mavi, director of content development, internal recruiting, and training for the hiring agency Atrium Staffing. A better way to answer it is to talk about your experience in a way that positions you as being a perfect match for the role. I need a job. A good answer, however, revolves around the mission, vision, and values of the company. Talk about how the mission speaks to you, and then tie those things back to the description and your unique skill set. The biggest mistake candidates make with their response is focusing on how the role fits into their career plan, and how it will help them be more professionally fulfilled and advance their career, says Mavi. What you should say: I believe I can make a difference here.

Why Should We Hire You? The common answer to this question is to list achievements and accomplishments that the interviewer can find on your resume, says Mavi. Mavi suggests this answer: I can only imagine the other candidates are equally accomplished. This is a high-pressure role, and in addition to my five years of experience successfully turning underproducing sales teams into high performers, I think those soft skills are a critical complement.

What Is Your Greatest Strength? A job candidate will often answer by calling themselves a hard worker, says Doucette. A better answer involves some prep work. A better answer is acknowledging that everybody screws up once in a while, he says.

What Is Your Salary Requirement? Many job seekers throw out a number, and sometimes it can be based on how much they want the job, says Jayne Mattson, senior vice president of the career-coaching firm Keystone Associates. This is a question that trips up a lot of candidates as it can be tricky to answer, says Tracy Cashman , a senior vice president and partner of WinterWyman Executive Search. A better answer ties your future plans into your past experience and your selling points, says Cashman. I would hope that my next role allows for that to continue over the next five years. Bad answers to this question include anything that is negative toward your present employer, sounds too vague, or involves confidential information, such as an impending layoff or client loss, says David Lewis, president and CEO of OperationsInc , a human resources outsourcing and consulting firm. The better answer is anything that implies you are looking to better yourself. Candidates who pass on this opportunity are missing an opportunity to shine, says Mavi. A better answer is asking a question that demonstrates an understanding of the competitive landscape of your particular industry, says Mavi.

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Chapter 4 : How to Answer This Interview Question: Why Do You Want This Job? With Sample Answers -

An employer wants to know that you can do the job and do it well, but they've asked you in for an interview, so they probably already think you can do the job. What they don't know until they meet you is whether you'll be an effective addition to the organization.

Why do you want to work here? Thanks for reading our series on common interview questions! The common interview question: Why do they care?: Because employees who are passionate about the companies they work for do better work and stay with the company for a longer amount of time. How to answer the question: Do your research, pick genuine reasons, and share them in an articulate and passionate way! Take a look at some below and each time you interview with a different company, be prepared to speak at least one of these reasons or combine a few. While helping someone look for summer internship last year, we identified Donna Karan as a great company to target. You believe in the product or services the company provides You may love your Nike shoes and wear them every day but saying that should only be part of your answer if you are interviewing at Nike. In addition to mentioning that you are a huge fan and already a customer which people love to hear you should also align yourself with something deeper that differentiates the product. It will go a long way. If someone walks into a 1 year old startup and say they work best in really structured environment during their interview, they are not going to be a compelling candidate. The best possible thing is to see if you can talk to someone who works at a certain company and ask about the culture there and if it really does sound like a good fit express that during your interview. Your interviewer likely lives and breathes each major event that happens i. It is so crucial to know how to show thoughtful enthusiasm for each company you are interviewing with. It will, without a doubt, help you land the job. Did you enjoy this post? Get tools, templates, and advice delivered straight to your inbox Success! Now check your email to confirm your subscription. There was an error submitting your subscription.

Chapter 5 : Interview Skills That Will Get You Hired | Job Interviews

Applying the Career Matrix to this new opportunity will help you determine why you want this job and the others you interview for. To create your Career Matrix: 1.

Chapter 6 : How You Should Answer The 10 Most Common Interview Questions

For example, if you saved your previous company a certain amount of money, mention this, and say that you want to do the same for this company. Avoid reasons that focus on you. Even if it's true, do not mention salary, hours, or commute as the primary reasons you want the job.

Chapter 7 : Tough interview questions: Why do you want to work here? | Snagajob

Not only is this one of the most important questions you'll answer in an interview, but it's also one you should ask yourself. Once you land the job, you'll be spending the majority of your waking hours at that company doing that job.