



Interviews

Two-way conversation

- Employer gains info about your strengths/skills and what value you can add to their company or business
- Employee gains a better understanding of the position and organization to see if it matches

Types of Interviews

- Most interviews contain both General/Situational and Behavioral types
- General/Situational
 - ?s about academic and career experiences
 - How do your skills/experience meet the position requirements
 - Evaluate on content and presentation

Behavioral Interview

- “Past and present behavior is the best predictor of future behavior”
- Get specific behavioral examples from the candidate

General Question vs. Behavioral Question

- How are you at managing deadlines?
- Give me an example of a specific time when you had to meet an important deadline. What did you do specifically to meet the deadline?
- How would you describe your team building skills?
- Describe a work situation in which you developed a team.

Case Interview

- A case interview is the analysis of a business issue which tests your problem-solving abilities.
- More about HOW you approach the issue or problem, not the specific answer.

Group or Panel Interview

- Make eye contact with everyone
- Think on your feet
- Don't exclude anyone

Interview Research

- Look up information on the company
- Use networking resources like LinkedIn to find out information about the company, interviewer, job
- Be sure you know who you are seeing, when, and where
- Decide what to wear before
- Write stuff down before/Review your resume
- Prepare your questions for them

Actual Interview

- BE ON TIME! BE ON TIME!
- Check your appearance in the restroom before not in the waiting room.
- DO NOT CHEW GUM! Breath mint only
- Body language-eye contact, smile, firm handshake, relaxed or erect posture
- Observe the interviewer

Questions you can ask them

- What is the main challenge of this position?
- What technology skills are most important in this job for advancement?
- What does a typical day look like in this position?
- Following the interview-Thank them for the opportunity and ask what the process looks like from here

50 Challenging Questions

- Tell me about yourself?
- What do you know about our organization?
- What value would you bring?
- How long would you stay with this company?
- Describe what you believe to be an ideal work environment.
- What would your co-workers say about you?
- Give me an example of ...

Illegal Questions

- What religion do you practice?
- How old are you?
- Are you married?
- Do you have children?
- Do you plan to have children?
- Are you a US Citizen?
- Do you have a permanent resident visa?
- LEGAL-What is your authorization to work in this country?