

Acing the Interview

What the Employer looks for in an Interview

In a recent survey of over 30,000 companies interviewed by CNN 60% responded their major concern is attracting and securing the "right" talent.

What determines the "right" talent?

- Proven results
- Behaviors
- Skills
- Personality traits
- Cultural match
- Long term fit
- Upwardly mobile
- Trainability
- Commitment

Great companies are spending the time to isolate what great performance is in the role. Invest more time defining what the employee needs to do to achieve great performance and even more time proactively assessing and defining the right behaviors, values and motives of the right person.

What do they want in return? **Return on Investment.** Companies spend a great deal of money in the hopes of securing the "right" talent. A mis-hire could cost in excess of three to six times the salary of a poor choice.

In addition, a poor choice on the candidate's behalf could cause a 15 – 20% decrease in annual salary, as well as undue stress and emotional disappointment.

How to ACE the interview

Focus and Identify what the company's problems or needs are in the role, on the team and overall. Determine if you are the solution to their problem.

Research the company. What is their

- Competitive advantage
- Core differentiators
- Market focus
- Major accomplishments
- Opportunities
- Threats
- Culture – values – style

Understand the role...

- What are the Key Performance Indicators / Smart Objectives
- Core functions
- Selection criteria

Personal Inventory Assess your

- Success Behaviors – how will they influence your ability to perform in this role?
- Personality – are you a natural fit?
- Skills
- Attitudes and values
- Your communication skills, work style and compatibility – does it match with the natural success in this role? If not, are you adaptable to change? How will the change affect your stress level?

Vision, complete a long term career path assessment including

- "Ideal" world
- Role
- Impact
- Rewards
- Growth
- Package
- Balance between work and life

Preparing...the Audition Rehearsal, some tips from Margaret Graziano, CTS, CPC, a seasoned veteran, who has placed over 100 candidates per year for 22 years!

- Do the "Merging and Thinking" exercise
- Complete a "5 Reasons" persuasive writing piece
- Answer three key questions
- Review position's key performance indicators and how you will achieve them
- Review applicable accomplishments
- Close the loop

The Interview

Plan to discuss

- What your impact will be in the first 90 days
- Who are the key players
- What difference to be made
- Reasons for employee success
- Reasons for employee failure
- Real life examples of how you work and what you have brought to your previous position

The life of all great companies depends on the people they have inside....

Your job is to prepare yourself and empower your 'prospective employer' to choose wisely.