

Acing the Interview

What the Employer looks for

In a recent survey of over 1,000 people interviewed by CNN, the top concern is attractiveness.

What determines attractiveness?

- Proven track record
- Behavioral skills
- Skills

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?

Consider completing a long term career path assessment

Interviewer's choice.

In addition, the interview could cause stress as well as undue pressure.

How to ACE the Interview

Focus and Identify which needs are in the role, on your part. Determine if you are the solution.

Research the company. What is their competitive advantage?

- 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

Resources for People in the People Business

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