

The job interview – RF57



What may those companies be looking for?

They will want to predict our performance, through assessing:

KNOWLEDGE:
expertise,
experience and
academic
achievements

**PROFESSIONAL
MATURITY:** self
knowledge,
realistic objectives
and expectations,
clear
understanding of
the company, the
market and the role

CULTURE FIT:
refers to how
things are done,
shared values



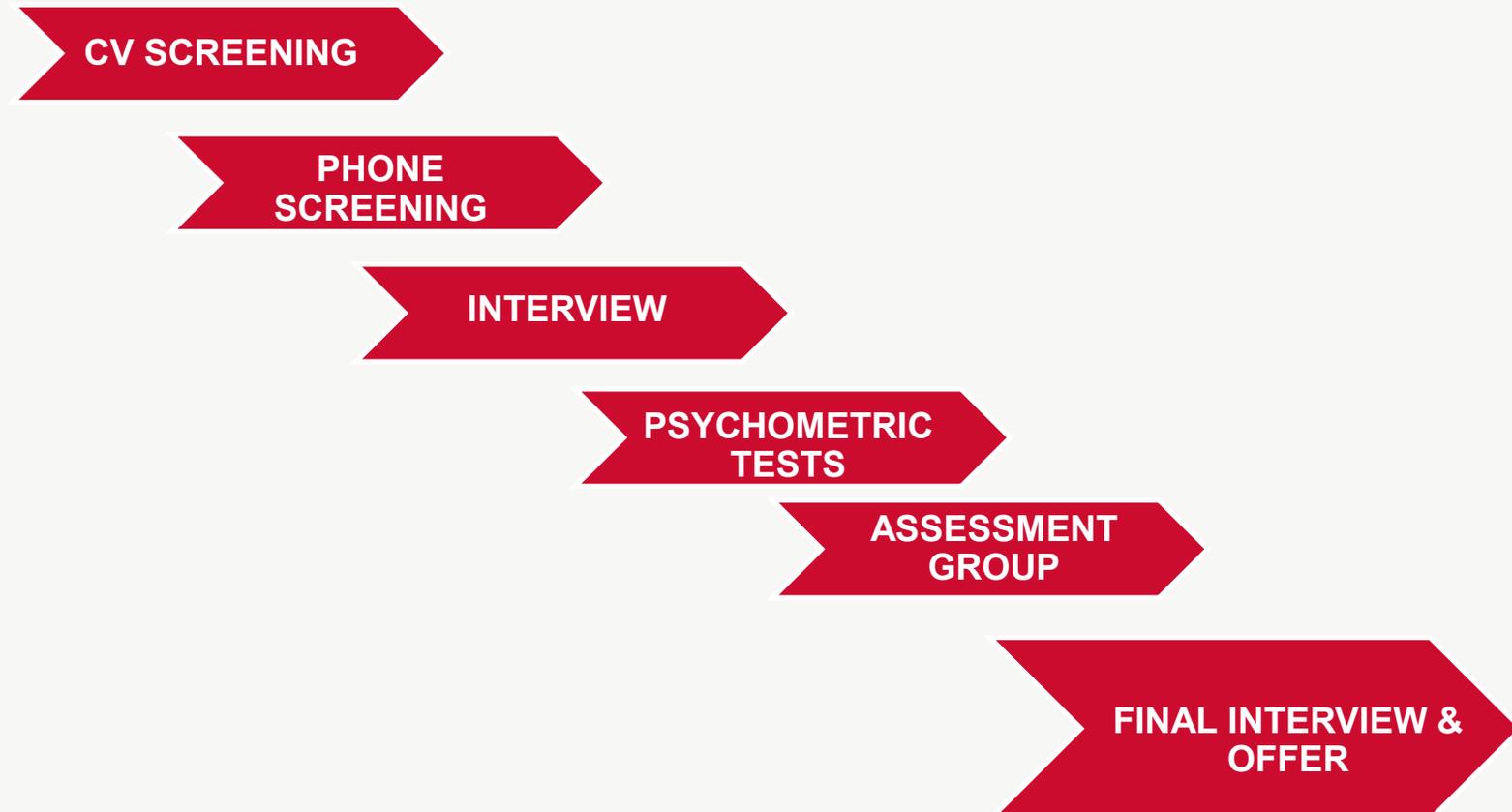
COMPETENCIES:
Leadership,
teamwork, result
driven, proactivity,
commitment

**DEVELOPMENT
POTENTIAL:**
analytical ability,
skills, ambition,
motivation



How will companies assess all this?

THE RECRUITMENT PROCESS:



Phone screening

**Waiting for
the call!**



YOU CAN BE HER...



OR YOU CAN BE HER...



The interview



FACE TO FACE WITH THE RECRUITER

The traditional interview:

- Experience, Knowledge, Motivation & Expectations

Behavioural event interview:

- A job applicant is asked questions about his **Past Behavior**

The puzzle interview:

- Wants to determine **Creative Thinking**

"How many people are using Facebook in San Francisco at 2:30 PM on a Friday?"

The interview



INTERVIEW

TRADITIONAL JOB INTERVIEW

Open questions: capture information, is expected a wide answer.

Probing questions: these questions **dig much deeper** than the surface. Helps to get a person to talk about their **personal opinions and feelings**, and **promotes critical thinking**

Hypothetical questions: specific circumstances that the candidate could face in his/her job. Are used to evaluate the problem-solving skills.

Closed questions: Are those which can be answered by a simple "yes" or "no".

The interview



**Adaptation,
flexibility**

Team work

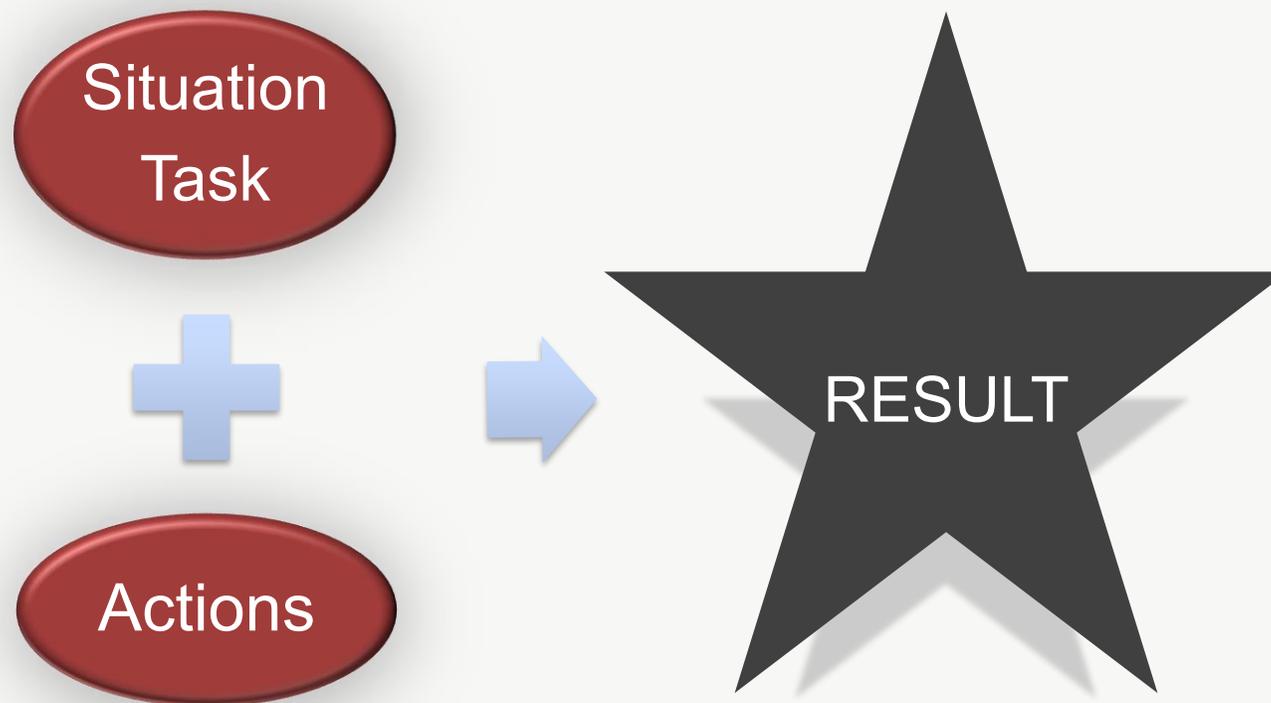
**Organised,
Results oriented**

BEHAVIOURAL EVENT INTERVIEW

The premise is that **past behaviour predicts behaviour.**

- What difficulties you found when you reached the University?
- What are the most important situations of change you've faced?
- On team work, what kind of functions are you used to deploy? What is your role?
- Explain any situation you faced working under pressure?
- Explain any situation in where you considers that you were solving successfully the problem. How you did it?
- What was your maximum workload during your job?

Achievement model STAR



Practice the interview!

It is more likely to be remembered if we are able to show passion, security and confidence.



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