

INTERVIEWING

STRATEGIES TO
ARTICULATE YOUR ACCOMPLISHMENTS

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THE PURPOSE

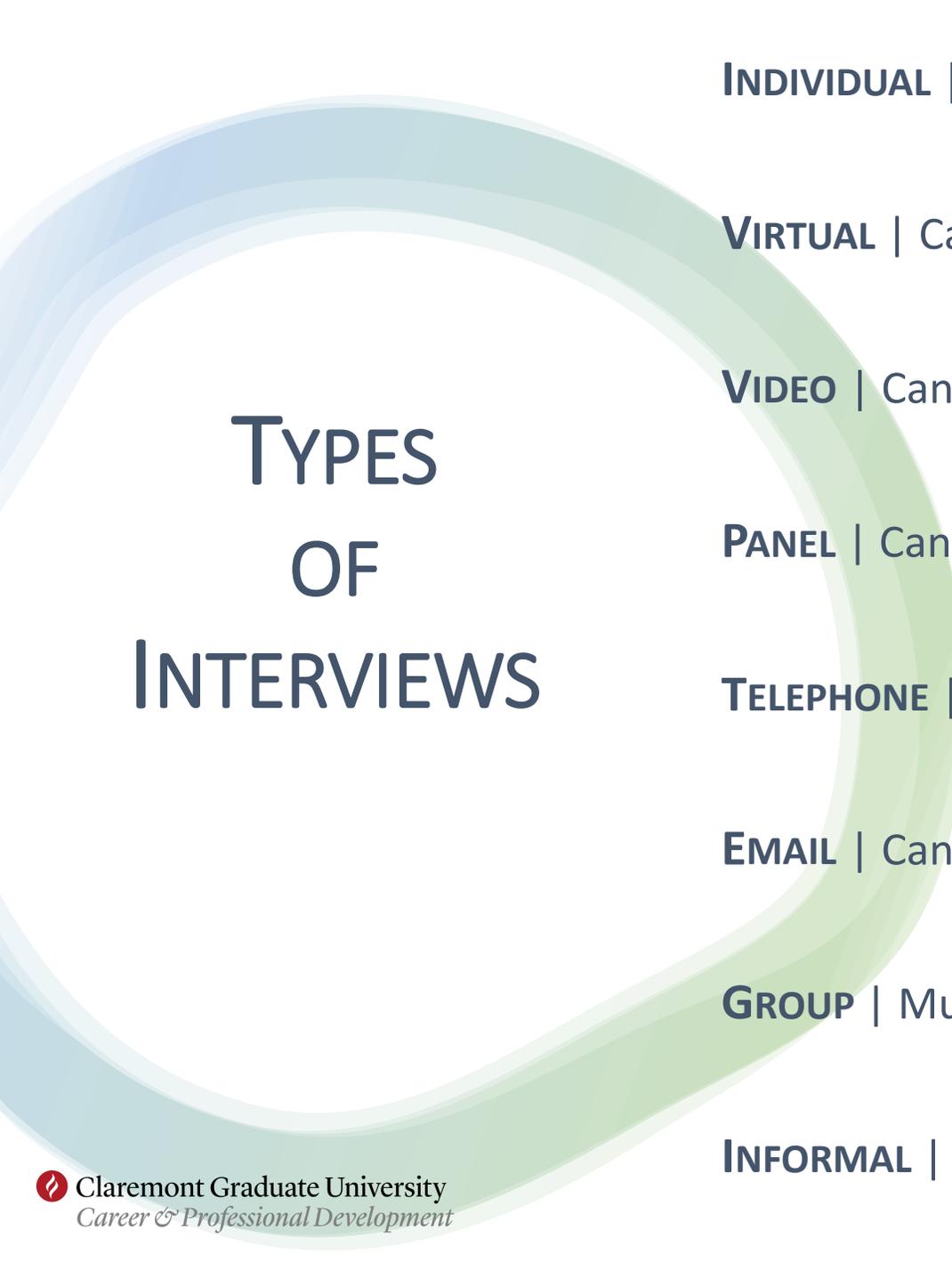
Employer's Perspective

- Can you do the job?
- Will you do the job?
- Are you a good fit?
- Will the team like you?
- Can we afford you?

Interviewee's Perspective

- Learn about the job and organization.
- Share valued offered to the organization.
- Do I like the team, culture, environment?





TYPES OF INTERVIEWS

INDIVIDUAL | One-on-one with candidate and employer.

VIRTUAL | Candidate and employer conduct live interview virtually.

VIDEO | Candidate is recorded responding to a series of timed questions.

PANEL | Candidate and a group of employees.

TELEPHONE | Individual or group setting.

EMAIL | Candidate responds to a series of questions.

GROUP | Multiple candidates interviewing at same time, same room.

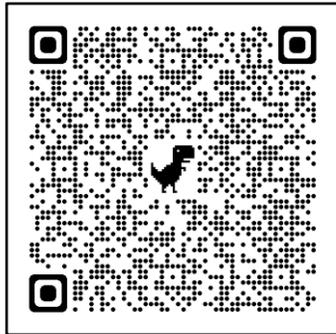
INFORMAL | Conducted in an informal setting (i.e. lunch, coffee).

JOB OUTLOOK: ATTRIBUTES EMPLOYERS SEEK IN A CANDIDATE'S ABILITIES

When asked to assess candidate skills/qualities, employers rated verbal **communication skills** the most important, according to NACE's *Job Outlook*

ABILITY TO VERBALLY COMMUNICATE WITH PERSONS INSIDE AND OUTSIDE THE ORGANIZATION	
	Weighted Average Rating
WORK IN A TEAM STRUCTURE	4.62
MAKE DECISIONS AND SOLVE PROBLEMS	4.49
PLAN, ORGANIZE AND PRIORITIZE WORK	4.41
OBTAIN AND PROCESS INFORMATION	4.34
ANALYZE QUANTITATIVE DATA	4.21
TECHNICAL KNOWLEDGE RELATED TO JOB	3.99
COMPUTER SOFTWARE PROGRAMS	3.86
CREATE AND/OR EDIT WRITTEN REPORTS	3.60
SELL OR INFLUENCE OTHERS	3.55

JOB OUTLOOK: ATTRIBUTES EMPLOYERS ARE SEEKING



When asked to assess attributes employers seek on resumes, employers rated **Problem-solving skills** as the most important according to a NACE 2021 article.

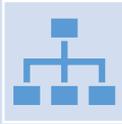
ATTRIBUTE	% OF RESPONDENTS SEEKING FOR CLASS OF 2022	% OF RESPONDENTS SEEKING FOR CLASS OF 2021
Problem-solving skills	85.5%	79.0%
Analytical/quantitative skills	78.6%	76.1%
Ability to work in a team	76.3%	81.0%
Communication skills (written)	73.3%	72.7%
Initiative	72.5%	67.8%
Strong work ethic	71.0%	65.4%
Technical skills	64.9%	67.8%
Flexibility/adaptability	63.4%	65.9%
Detail-oriented	62.6%	56.1%
Leadership	60.3%	67.8%
Communication skills (verbal)	58.8%	73.2%
Interpersonal skills (relates well to others)	56.5%	57.6%

PREPARING FOR AN INTERVIEW THE LOGISTICS



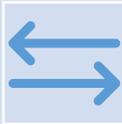
Review and understand

Assess and tailor to job description.



Review and relate

Evaluate experience to position and organization.



Identify

Select examples and transferable situations.



Review and prepare

Draft replies to potential questions.



Practice

Practice with others, verbally and in written form.

PREPARING FOR AN INTERVIEW

RESEARCHING THE ORGANIZATION

- ✓ **Mission and values**
- ✓ **Size of organization**
- ✓ **Financial conditions**
- ✓ **Major competitors**
- ✓ **Research recent news**
- ✓ **Products and services**
- ✓ **Culture and structure**
- ✓ **Plans and opportunities for growth**
- ✓ **Professional development and training**

PREPARING FOR AN INTERVIEW ATTIRE

What to Wear

- ✓ Research the industry when deciding on attire.
- ✓ Gravitate towards darker colors.
- ✓ Suit, tie, jacket, matching socks (no white socks).
- ✓ Skirt/slacks, blouse, jacket, closed-toed shoes.



WHAT TO BRING TO AN INTERVIEW

IN-PERSON

- Portfolio for writing or carrying items.
- Writing instrument.
- Multiple copies of your resume.
- Portfolio, written, sample industry drawing.
- Identification.

VIRTUAL

- Have resume on hand.
- Company details and job posting available.
- Samples links to sites and publications.
- Clean or non-distracting background.
- Appropriate video settings (*lighting, centering*).

OVERCOMING NERVOUSNESS

- **Practice, practice, practice! Talk out your responses verbally. Write out and rework areas in need.**
- **Arrive early. Enter interview area 15 minutes prior to interview (virtual: 10 minutes)**
- **Review the details, categories and components of your resume.**
- **Breathe deeply.**
- **Use the restroom prior to interview.**
- **Focus attention towards employer during interview (virtual: look into camera)**

THE INTERVIEW PROCESS

Greeting

Introduce yourself to interviewer/s. If possible, shake hands and make eye contact.

Warming Up

Small talk is important. This is the chance for the organization to get to know you on a personal level.

Formal Questions

Respond with power stories incorporating your transferable skills.

Closing

Ask questions. (*Have 2-3 prepared before interview*).

UNDERSTANDING NON-VERBAL BEHAVIOR

- **POSTURE** | Sit up as straight as possible but not too stiff.
- **EYES** | Look at interviewers in their eyes. Eye contact creates trust.
- **SMILE** | Smile a lot. It creates peace and shows personality.
- **ARMS** | Avoid crossing arms. Match interviewer's stance when possible.
- **VOICE** | Talk loud enough. Complete answers with same voice level.
- **LISTENING** | Truly listen to interview questions and organization's thoughts.

COMMON INTERVIEW QUESTIONS

TELL ME ABOUT YOURSELF

Standard ice-breaker, 1 minute answer.

Talk about what you're doing now

- Degree
 - Experience
 - Interests
 - Skills
 - Major
 - Accomplishments
 - Career Goals
-

Your past experience ↔ your future goals ↔ relation to industry.

State reasons for wanting to intern/work for the company.

COMMON INTERVIEW QUESTIONS

What are your greatest strengths? Greatest challenge?

- Think of three skills you're good at that relate to the job you want. (give examples)
- For your challenge, choose a skill that is NOT key in the job description and is something that you're trying to develop strategies for.

BEHAVIORAL INTERVIEW QUESTIONS

Describe a time when you needed supervision and did not have it. How did you handle it? What was the outcome?

Give me an example of when you showed initiative and took the lead.

RESPONDING TO QUESTIONS DURING THE INTERVIEW

How you respond to a question is essential. Treat each response the same way you would write a paper.

Introduction

Repeat the question. This will give you a chance to think of your response and remember the question.

Body

This part of your response is an open-door opportunity to provide a short story that relates your experience to the question. Be clear and concise and use examples of how you utilized your knowledge and skill.

Conclusion

Repeat the question again. For example, “ That would be my greatest strength and challenge. Does that answer your question?” This will indicate you have finished responding, therefore, implying you are ready for the next question.

STAR Interview Method



The STAR Method is a tool for answering tough behavioral interview questions

HOW TO AVOID FREEZING IN AN INTERVIEW

Scenario: If you are asked a complex question or a question you are unsure how to answer, it may lead to freezing or blanking out. To avoid such situations:

Use STAR Method

- ✓ Stay calm
- ✓ Be confident
- ✓ DO NOT give a negative answer by simply saying “I don’t know”
- ✓ Take a minute to gather your thoughts
- ✓ DO NOT trail away from the subject
- ✓ DO NOT imitate or answer falsely

6 Smart Questions to Ask the Interviewer

What skills does the ideal candidate for this position have?

How is performance measured in this job?

Can you describe a typical day for this position?



What are the immediate challenges a recruit faces in this job?

What do you like most about working for this company?

What are the company's biggest challenges currently?

CLOSING THE INTERVIEW

- **Have several prepared questions (not related to salary).**
- **Summarize job and position responsibilities.**
- **Summarize your strengths, transferable skills and valued offer.**
- **Reaffirm interest.**
- **Determine the time frame and next point of contact.**
- **Thank the interviewer/s, shake their hands.**
- **Request their business cards and contact information.**

AFTER THE INTERVIEW

Evaluate your performance

Immediately after interview, sit in a quiet space. Write down all questions you were asked. This will help you to prepare for future interviews and reflect on your responses.

Thank you's

Send an email thank you letter. For a panel interview with more than four interviewers, send one email to the chair of the panel. If less, send individual emails. Each email needs to be different.

What to include in the thank you letter

Reaffirm interest.

Restate why you're the right candidate.

Mention skills and qualifications. Especially those you did not mention during interview.

THANK YOU LETTER SECRET STRATEGY



My Secret Strategy

- Write your thank you letters before the interview. Therefore 98% of your letter will be done.
- After the interview, reread the letters for content related to the interview and make any necessary changes.
- After completion, send an email.

Your interview doesn't end until your email is in their inbox!!

HOW TO RESPOND TO A JOB OFFER

Thank them for the opportunity

- Spend a few minutes engaging in casual talk.

Ask for some time to think about the offer

- Time to think about the offer; weigh pros and cons of position.
- Gives time to contact other pending offers.
 - May speed up the process of multiple offers to retain you.
 - May give additional bargaining power.

NEGOTIATING THE JOB OFFER

Know what you are worth

- Research your worth prior to interview. Consider education, experience and valued offer. Use these sites to begin your research:
 - NACEWEB.ORG
 - Human resources
 - Online professional organizations
- Let employer address salary issue
- Create an open conversation early on
- Establish your value

HAVING FUN DURING YOUR INTERVIEW

- **Learn to make interviewing fun!**
- **Interviewing is a conversation between two or more people that may not know each other. That's all it is.**
- **This is your chance to review your amazing accomplishments and experience that you have worked so hard on.**
- **Shine!**

METHODS TO HANDLE REJECTION

Experiencing rejection is not fun! We all have been there at one point in our life.

- Reflect on your responses. What would you change? Keep the same?
- Were you really interested in the position? Did you see/feel any “red flags”?
- Were you qualified?
- Did you express your transferable skills and how they relate to the position?

Don't beat yourself up. This is a learning experience. Keep moving forward.

Stay positive!!! This opportunity was not meant to be at this point in your life.