

How to improve your Performance at Interviews

The short time you spend at a job interview could have a dramatic effect on your career prospects. It is therefore important that you perform well, because, no matter how good your career record is to date, the employment interview remains an important step towards achievement of your ambitions. These hints, combined with the guidance provided by our consultants, will equip you with valuable information on how to conduct yourself during interviews with prospective employers.

Preparation for the interview:

Preparation is the essential first step towards a successful interview. Client interviewers are continually amazed at the number of applicants who drift in without any apparent preparation and only the vaguest idea of what they are going to say. **This is not the time to "wing it"**. It is important to:

1. Know the exact place and time of the interview, the interviewer's full name, and its correct pronunciation and his/her title – this is usually readily available on LinkedIn.
2. Find out specific facts about the Client - where its offices / worksites are located; what its services / products are; its size; its history; and any recent media releases providing an insight into what's been happening? This should include things like, "mission statements", Objectives, Code of Conduct, etc, to provide a greater understanding of the work ethos and environment. The Internet is an excellent source of information and as a minimum, you should visit the Client's website and familiarise yourself with its content.
3. Refresh your memory on the facts and figures of your present employer and former employers. You will be expected to know a lot about an organisation that you have previously worked with.
4. Prepare the questions you will ask during the interview. Remember that an interview is a two-way street. The Client will try to determine through questioning if you have the qualifications and experience necessary to do the job. You must determine through questioning whether the Client will give you the opportunity for the challenge, growth and development that you seek.
5. Probing questions you might ask – these need to be tempered to whether it's a permanent or contract position you are applying for.....
 - (a) A detailed description of the position?
 - (b) Reason the position is available?
 - (c) Specific challenges for this position / expected deliverables?
 - (d) Details on the technical infrastructure and applications being used?
 - (e) Client culture / work ethos?
 - (f) Anticipated induction and training program?
 - (g) What sort of people do well there?
 - (h) Are there advanced training programs available for those who demonstrate outstanding ability?
 - (i) Will this position lead to further career development opportunities?
 - (j) Client's future plans?
 - (k) Best-selling products or services?
 - (l) The next step?
6. Dress appropriately and preferably in darker colours. Neatness is usually a big plus. Pay attention to all facets of your dress and grooming. First impressions count.

Anticipate what the organisation is looking for. Who do they want to hire and what types of problems are they trying to solve? Be prepared to answer questions such as:

- 1 Tell me about yourself?
- 2 What are your goals?
- 3 What do you want to be doing in your career five years from now? Why?
- 4 Why did you choose this particular role?
- 5 Why would you like to work for our organisation?
- 6 What was your last rate / salary and bonus?
- 7 What style of management gets the best from you?
- 8 What interests you about our products and/or services?
- 7 Can you get recommendations from previous employers? What would they say about you?
- 8 What have you learned from some of the jobs you have held? Which did you enjoy most? Why?
- 9 What have you done that shows initiative in your career?
- 10 What is your major weakness? What are you doing about it?
- 11 What do you think determines a person's progress in a good organisation?
- 12 Are you willing to relocate?
- 13 How do you spend your spare time? What are your hobbies?
- 14 What does teamwork mean to you?
- 15 What entrepreneurial activities have you been engaged in?

Negative factors to watch for:

During the course of an interview, the employer will be evaluating your negative factors as well as your positive attributes. Listed below are negative factors frequently evaluated during the course of an interview and those, which most often lead to rejection:

- 1 Poor personal appearance.
- 2 Overbearing, aggressive, conceited; superiority complex; know-it-all.
- 3 Inability to express thoughts clearly, poor diction or grammar.
- 4 Lack of planning for career - no purpose or goals.
- 5 Lack of interest and enthusiasm - passive and indifferent.
- 6 Lack of confidence - nervousness.
- 7 Over-emphasis on money - interested only in remuneration.
- 8 Evasive - makes excuses for unfavourable factors in record.
- 9 Lack of tact/maturity/courtesy.
- 10 Condemnation of past employers.
- 11 Failure to look interviewer in the eye.
- 12 Limp, fishy handshake.
- 13 Lack of appreciation of the value of experience.
- 14 Failure to ask good questions about the job and organisation. This is most important!
- 15 Persistent attitude of 'What can you do for me?'
- 16 Lack of preparation for interview - failure to get information about the Client, resulting in inability to ask intelligent questions.

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The interview:

You are being interviewed because the interviewer wants to hire somebody - not because he/she wants to trip you up or embarrass you. Through the interaction which takes place during the interview, he/she will be searching out your strong and weak points, evaluating you on your qualifications, skills and intellectual qualities and he/she will probably probe deeply to determine your attitudes, aptitudes, stability, motivation and maturity. Even the best prepared candidate can feel nervous on interview day. Focus on your voice, practice questions out loud, do some breathing exercises, try to keep calm and focus.

Some 'do's' and 'don'ts' concerning the interview.

- 1 DO plan to arrive on time. **On time is 15 minutes early.** Late arrival for a job interview is never excusable.
- 2 If presented with an application form, DO fill it out neatly and completely. If you have a CV with you, be sure the person you release it to is the person who will actually do the hiring.
- 3 DO greet the interviewer by his/her surname if you are sure of the pronunciation. If you are not, ask him/her to repeat his/her name.
- 4 DO **shake hands firmly, make eye contact and smile** – first impressions are vital to making a lasting impact on an interviewer. Being personable and friendly speaks volumes.
- 5 DO wait until you are offered a chair before sitting. Sit upright in your chair. Look alert and interested at all times. Be a good listener as well as a good talker and continue to smile.
- 6 If outside, DON'T smoke, even if the interviewer smokes and offers you a cigarette.
- 7 DO continue to look the interviewer in the eye while you talk to him/her.
- 8 DO follow the interviewer's leads but try to get the interviewer to describe the position and the duties to you early in the interview so that you can relate your background and skills to the position.
- 9 DON'T answer questions with a simple 'yes' or 'no'. Explain whenever possible. Tell those things about yourself, which relate to the position.
- 10 DON'T be afraid to jump in and ask questions as the conversation is flowing. Don't feel you need to save them all until the end.
- 11 DO make sure that your good points get across to the interviewer in a factual, sincere manner. Keep in mind that you alone can sell yourself to an interviewer. Make him/her realise the need for you in his/her organisation.
- 12 DO be prepared to answer typical questions such as those listed above.
- 13 **DON'T lie.** Answer questions truthfully, frankly and as much to the point as possible. Social media enables employers to easily conduct a back-channel reference.
- 14 DON'T ever make derogatory remarks about your present or former employers.

- 15 DON'T 'over-answer' questions. It is best to answer questions honestly, trying not to say more than is necessary.
- 16 DON'T enquire about RATES / SALARY / HOLIDAYS, BONUSSES, etc at the initial interview unless you are positive the employer is interested in hiring you and raises the issue first. However, you should know your market value and be prepared to specify your required rate, salary or range.
- 17 DO always conduct yourself as if you are determined to get the job you are discussing. Never close the door on an opportunity. It is better to be in the position where you can choose from a number of jobs rather than only one.

Closing the interview:

- 1 If you are interested in the position, ask for it. Ask for the next interview if the situation demands. If he/she offers the position to you, and you want it, accept on the spot. If you need some time to think it over, be courteous and tactful in asking for that time. Set a definite date when you can provide an answer.
- 2 Don't be too discouraged if no definite offer is made or specific rate / salary discussed. The interviewer will probably want to communicate with his/her office first or interview more applicants before making a decision.
- 3 If you get the impression that the interview is not going well and that you have already been rejected, don't let your discouragement show. Once in a while an interviewer who is genuinely interested in your possibilities may seem to discourage you in order to test your reaction.
- 4 **Say "thank you"**. Thank the interviewer for his/her time and consideration of you. You have done all you can if you have answered the three questions uppermost in his/her mind:
 - (a) Why are you interested in the job / Client?
 - (b) What can you offer?
 - (c) Can you do the job?

Finally, ask for the interviewer's card.

After the interview:

Very important - call the consultant at Finite Recruitment who referred you to the position immediately after the interview and explain what happened. He/she will want to talk with you before the interviewer calls him/her back. If you are interested in progressing further it will assist if your feelings towards the position are known, together with your perception of what the Client's reaction is likely to be.

Finally, assuming you still wish to get the job, follow up within the next few hours with an email to thank the interviewer once again and to confirm your strong interest in the position. This will often differentiate you from others and helps the interviewer remember you.

GOOD LUCK 😊