Making Interviews Work for You ©bridgegroupllc

Interviews are not a normal conversation. During an interview, we normally have no way to know where the conversation is going or what issues will be covered. It is not quite the inquisition, but interviews are stressful. Interviewers always have their game plan ready and are fully prepared to get the technical information and other soft cues from you that they need to make their hiring decisions. As the interviewee your game plan is usually to research about the organization and job and “like a broken record” run through your mind the questions that maybe asked during the interview. In my experience, this approach helps, but cannot fully prepare you for the uncertainties that come up in the interview.

How do you get prepared for the questions, scenarios, assessment centers and other approaches that are used by employers to get their top candidates for positions? How can you make interviews work for you? What are some simple approaches to use to give you an edge in the uncertainty that is often present in preparing for an interview? Here are 4 Tips for better interviewing.

1. **I know me better than anyone else.** This is a very simple fact that you have to remember during the interview. You know the experiences and success you have had in your career better that the folks interviewing you. Make sure you let them know.

2. **Results can beat experience any day.** Never feel that you do not have the experience to compete for a job. Focus on results you have achieved.

3. **This is great I get to talk about myself.** Wow, when was the last time you had an opportunity to talk about yourself with a captive audience? Interviews present this opportunity. Remember “I know me better that anyone else”

4. **Focus on 3 step responses to all questions.** First answer the question; give examples of your experience, results, what you know about their organization and how you can help; lastly, ask “is there anything I missed?”