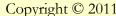
The Interview in the 21st Century NJ-SPIN Rutgers University Wednesday, June 15, 2011



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- One more thing added to my "to-do list"



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- I am somewhat insecure in interviewing
- A few past hires disappointed me
- I have to submit to the other interviewing team-member's opinion



It is my reputation at stake if it does not work out



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- It is a long process and I needed the replacement "yesterday"!





Why should I want to interview you?

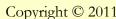


- Why should I want to interview you?
- What can you do for me?



- Why should I want to interview you?
- What can you do for me?
- How can you fill this job effectively?





(A high level overview)

Are you particularly good at what I need done? (skills) 20%



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 - As told by a third party!!



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- Do you "fit" into our culture?(soft skills) 60%



- Are you particularly good at what I need done? (skills) 20%
 - As told by a third party!!
- Do you "fit" into our culture?(soft skills) 60%
- Are you committed? 20%



With Human Resources



- With Human Resources
 - Typically general



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 - HR looking for "red flags"



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 - HR looking for "red flags"
 - Neither party knows specifics of the job



With Human Resources

- Typically general
- HR looking for "red flags"
- Neither party knows specifics of the job
- Often reviewing company benefits



With Hiring Manager



- With Hiring Manager
 - At times not skilled with interviewing



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 - At times not skilled with interviewing
 - Cultural fit is very important



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- With Hiring Manager
 - At times not skilled with interviewing
 - Cultural fit is very important
 - Chemistry and skills are being tested
 - □ First impression and image is very important
 - Some companies strictly use behavior based questions



The phone interview



- The phone interview
 - It's objective is to screen out not to screen in



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 - At times a junior HR person does the screening



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 - Best for candidate to do it standing and via a corded telephone.



The phone interview

- It's objective is to screen out not to screen in
- At times a junior HR person does the screening
- Best for candidate to do it standing and via a corded telephone.
- Candidate can refer to resume/notes



The video interview



- The video interview
 - Huge challenge for the candidate



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 - Huge challenge for the candidate
 - Often video/audio quality (Skype) lacking



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- Huge challenge for the candidate
- Often video/audio quality (Skype) lacking
- Dress needs to be video-appropriate (no stripes)
- Background is showing
- Microphone picks up background noise
- Candidate not trained to focus on camera
- □ Interview by PC a new screening out tool



One-on-one interview



- One-on-one interview
- Panel one candidate multiple interviewers



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 - Requires good communications skills & practice



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- One-on-one interview
- Panel one candidate multiple interviewers
 - Requires good communications skills & practice
 - Research the panelists
 - Consider the dynamics among the panelists



Group interview



- Group interview
 - One interviewer versus several candidates



- Group interview
 - One interviewer versus several candidates
 - Evaluating team dynamics



- Group interview
 - One interviewer versus several candidates
 - Evaluating team dynamics
 - Difficult to predict the outcome



Senior leadership interview



- Senior leadership interview
 - Following major restructuring or M&A



- Senior leadership interview
 - Following major restructuring or M&A
 - Interview is off-site



- Senior leadership interview
 - Following major restructuring or M&A
 - Interview is off-site
 - Leadership group interviewing several senior candidates for multiple openings



-



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- Professional image should be considered at all times when using social media



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- Professional image should be considered at all times when using social media
- Almost impossible to clean up cyber image
- □ LinkedIn is displacing recruiters it's FREE
- Social media reveals image and personality





Fit into the culture



- □ Fit into the culture
- Passion and excitement



- Fit into the culture
- Passion and excitement
- Match with job description and qualifications



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- Fit into the culture
- Passion and excitement
- Match with job description and qualifications
- Confidence and engagement
- Ability to adapt, learn, deal with changes and grow
- Long term commitment



.



All that glitters is not gold



- All that glitters is not gold
- Consider potential and long term value



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- Consider potential and long term value
- Listen to others but make your own decisions



The "Takeaway" for Hiring Managers

- All that glitters is not gold
- Consider potential and long term value
- Listen to others but make your own decisions
- Hire for promotion and not demotion



The "Takeaway" for Hiring Managers

- All that glitters is not gold
- Consider potential and long term value
- Listen to others but make your own decisions
- Hire for promotion and not demotion
- Experience (age) is value and not a liability





Work on image and communications skills



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- Research company and interviewer(s)



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- Use social media to your advantage



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"The better golfers use a coach,...the others should"

Tiger Woods



Questions and Answers

If you have questions you'd like to ask me privately, do not hesitate to contact me.

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What are your accomplishments or strengths?



- What are your accomplishments or strengths?
- What are you being tested on?
 - Do you know what your accomplishments and strengths are?
 - Can you recount them succinctly and eloquently?



What are your weaknesses?



- What are your weaknesses?
- What are you being tested on?
 - Are you an honest person?
 - Can you look me in the eye and admit your shortcomings?



Why should we hire you instead of a different candidate?



Why should we hire you instead of a different candidate?

- What are you being tested on?
 - Are you talking about yourself, or are you talking about what you can do for our company?

