
The Interview in the 21st Century

NJ-SPIN Rutgers University

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The thoughts going through the hiring manager's mind

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- I have to submit to the other interviewing team-member's opinion

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- It is my reputation at stake if it does not work out
- It is a long process and I needed the replacement “yesterday”!

The Hiring Manager – this is not about you but about MY needs

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- Why should I want to interview you?

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- What can you do for me?

The Hiring Manager – this is not about you but about MY needs

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- What can you do for me?
- How can you fill this job effectively?

What is the Hiring Manager's criteria for hiring? (A high level overview)

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- Are you committed? 20%

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 - ❑ Chemistry and skills are being tested
 - ❑ First impression and image is very important
 - ❑ **Some companies strictly use behavior based questions**

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 - Best for candidate to do it standing and via a corded telephone.
 - Candidate can refer to resume/notes

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- ❑ Interview by PC – a new screening out tool

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 - Research the panelists
 - Consider the dynamics among the panelists

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 - **Difficult to predict the outcome**

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 - Interview is off-site
 - Leadership group interviewing several senior candidates for multiple openings

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- ❑ Social media reveals image and personality

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- ❑ Long term commitment

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- ❑ Experience (age) is value and not a liability

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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.

Alex Freund

609-333-8866

alex@landingexpert.com

www.landingexpert.com

Blog: <http://landingexpert.posterous.com>

Common Interview Question

Role Play

- **What are your accomplishments or strengths?**

Common Interview Question

Role Play

- **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?

Common Interview Question

Role Play

- **What are your weaknesses?**

Common Interview Question

Role Play

- **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?

Common Interview Question

Role Play

- **Why should we hire you instead of a different candidate?**

Common Interview Question

Role Play

- **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?