

Riding Out the Job Interview

The Art of the Answer

Ric F. Sierra, PHR, 06/15/2019

HR Sierra Consulting – All rights reserved

Learning the Art of the Answer

Practice

Practice

Practice



Opening Questions

Who are you?

Tell me about yourself

- Elevator Speech
- Resume Personal Profile
- LinkedIn Profile



Opening Questions

- How did you learn about this job?
- What do you know about our company?



Experience Questions

Cover recent, most relevant positions

- Answer with info that is relevant to job for which you are applying
- Provide answers that are quantifiable, verifiable and/or observable
- Use examples from your resume



Talent vs. Skill

Talent:

- A natural aptitude or faculty
- A natural ability to excel at a duty or action.

Skill:

- A learned power of doing something competently
- A developed aptitude or ability



Knowledge, Skills and Ability (KSAs) Questions

Knowledge is the theoretical aptitude to do something

- Cover formal education
- Other classes
- Certifications
- On-the-job training



Knowledge, Skills and Ability (KSAs) Questions

Skills are <u>demonstratable</u> evidence that you can do something

- Use examples that show you can perform a task



Knowledge, Skills and Ability (KSAs) Questions

Ability is the <u>proven</u> (usually through experience) record of performing consistently over time

- Cite examples of previous jobs in which you demonstrated the ability



Questions for Fit

Hard to prepare
for these questions

- Questions may not lead to obvious answers
- Be honest



Questions for Fit

Try to anticipate common ones:

- Describe your perfect boss
- How do you feel about micro managers?
- Do you prefer to work alone or in a team?
- How well do you work under pressure?
- Do you prefer working in a corporate environment, small vs large company, etc. ?



Questions for Fit

Be ambiguous, but sincere

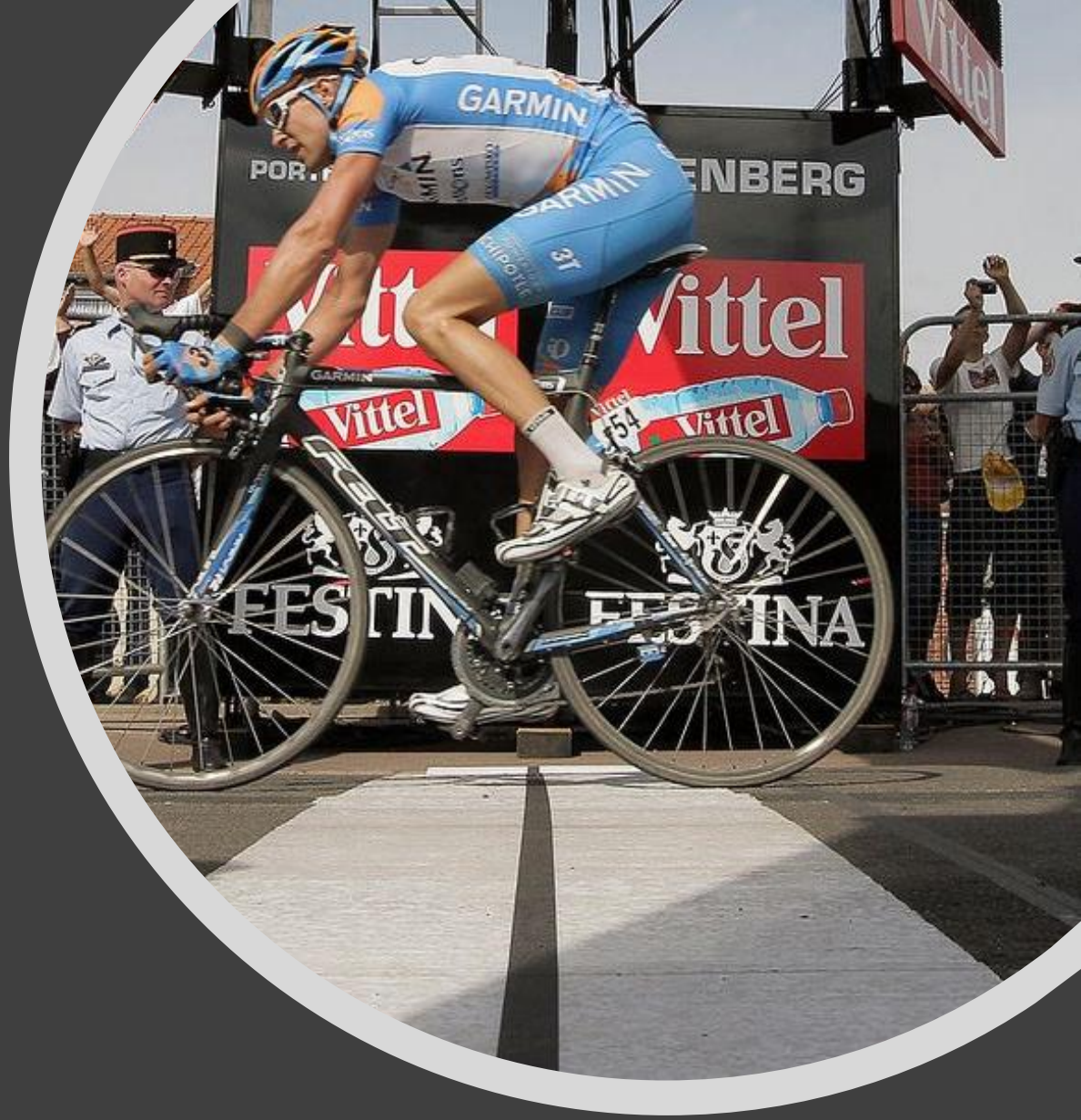
Have fun with oddball questions, you can’t guess what interviewer is looking for!



Closing Questions

Why are you the best person for this position?

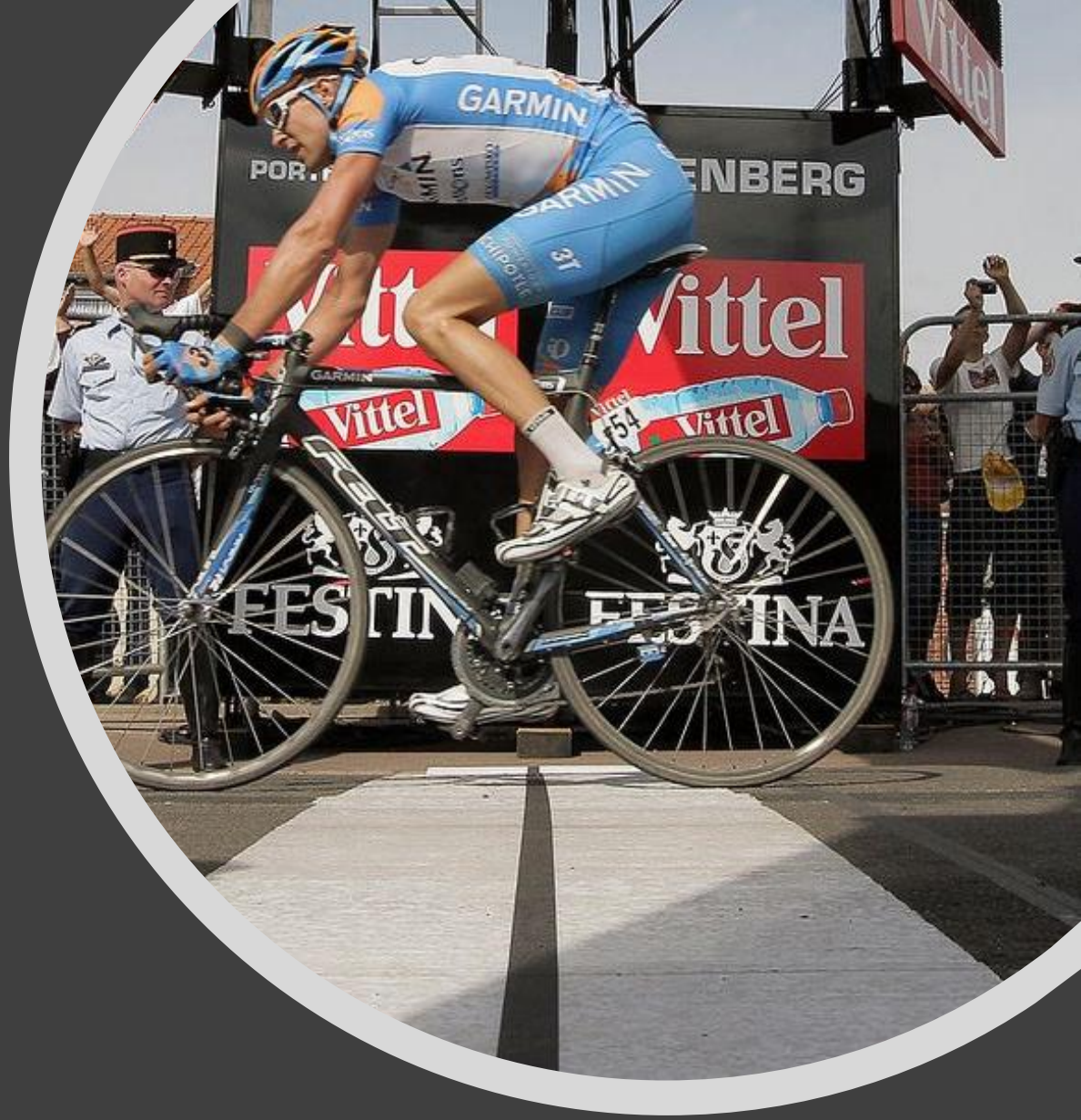
- Reiterate what you've already said
- State additional items you've not yet covered
- Ask for the job



Closing Questions

Do you have any questions for us?

- This is not the time to act like a political candidate (I’m sure you'll agree I'm the best person for the job.”)
- Don’t be cute (“When do I start?”)
- Ask questions that you really want answered – Refer to handout



Final Interviewing Tips

Be specific and to the point – leave them wanting more

Be ready for follow up questions – these can be your chance to shine

Your answers should weave in your professional story



Final Interviewing Tips

If you're stumped, try:

- "Let me think about that"
- "Can I get back to you?"
- "Good question, I'd have to think about that"
- Then follow up at end of interview or in the follow up email





Go Win the Race!

HR Sierra Consulting – All rights reserved