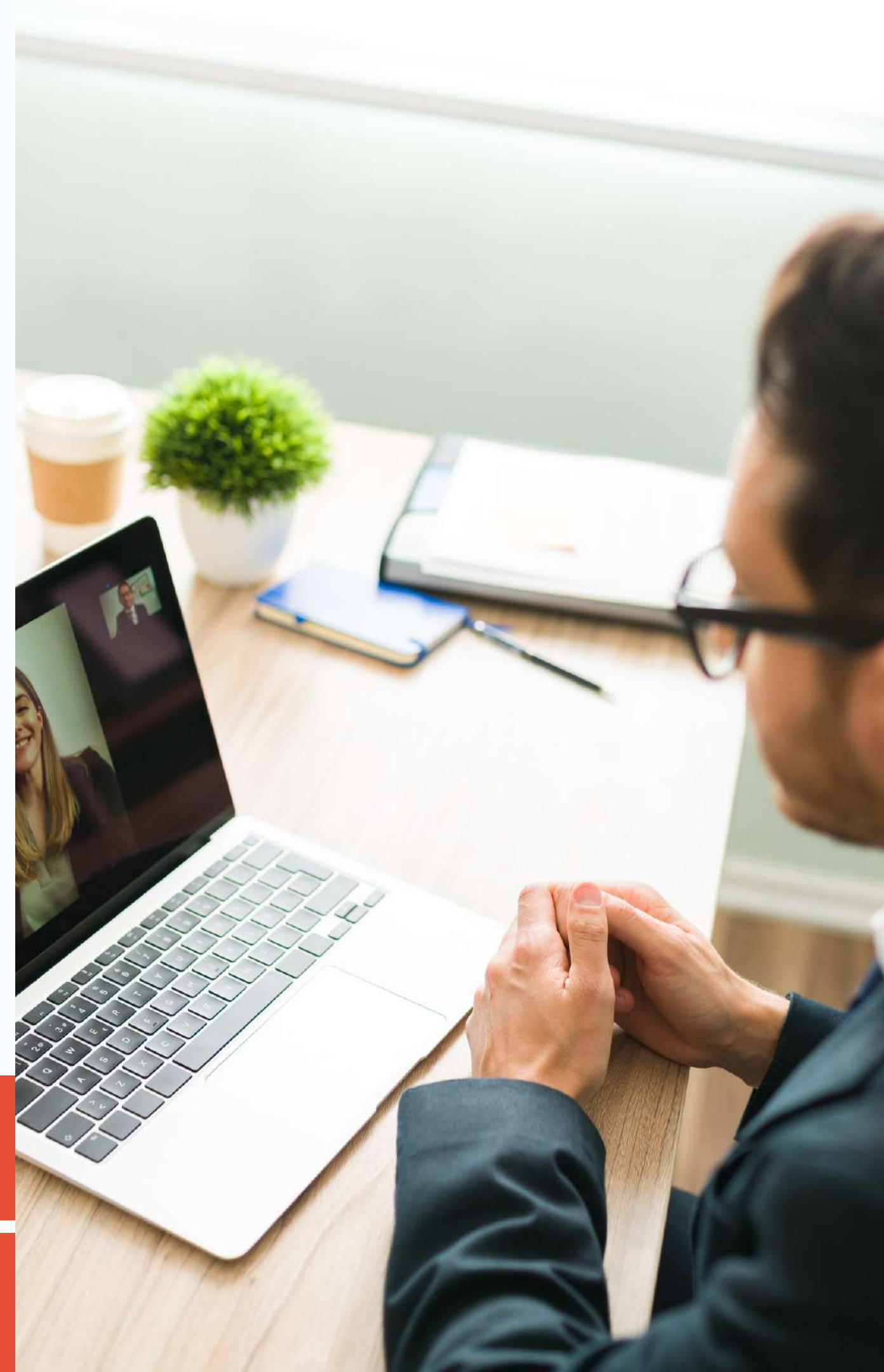


RVer
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How to Ace Your Next **Job Interview**



What We'll Cover

- **Module 1:** Interview Mindset & Concepts
- **Module 2:** 6 Quick Tips to Interviewing Like a Champ
- **Module 3:** Answering Common Interview Questions

Module 1

Interview Mindset & Concepts

(Just like with your resume)

You Control Your Narrative

The only thing anybody ever knows about you is what **you** tell them.

You get to create your career story.
You decide how to present yourself.
You have the power.



Insider Secret: They **WANT** you to be the one

Being a recruiter and/or hiring manager is a tough job! If you get all the way to the interview phase, they're rooting for you. They want you to be the right fit for the job, because then the search is over!

What Recruiters & Hiring Managers are Looking For

AUTONOMY & RESILIENCE

Working remotely means you have to be able to set and stick to a schedule and get assignments and projects completed even when your boss isn't in the next room.

ADAPTABILITY & VERSATILITY

Being able to change gears and adapt to shifting priorities in an ever-changing world is becoming increasingly important to employers.

REMOTE WORK SKILLS

It may take some outside-the-box thinking to identify these, especially if you've never worked remotely, but it's definitely do-able - and worth it! .


What ELSE they want

**A good fit
and/or benefit**
to the company



Skills can be trained...

Demonstrating your fit with the company culture, your passion for what they do, and a strong understanding of their market can make or break your success in the interview process.



Module 2

6 Quick Tips to Interviewing Like a Champ



Face-to-Face Interview (even virtual)

One of the most complex parts of the job search. Even though it's technically all about you, it's **not really** all about you.



SELL YOURSELF

- Showcase your best value
- Fit your skills with the job

THINK QUICKLY

- Answer questions on the fly
- Elaborate thoughtfully on unexpected topics

PERFORM UNDER PRESSURE

- Be at your best, both professionally and interpersonally

Tip # 1

Research

Company

- Website
- News outlets
- Google search

Position

- Job listing / description
- Other similar listings

Culture

- About page
- Glassdoor

Salary

- About page
- Glassdoor

Interviewer(s)

- LinkedIn

Tip #2

Be Likeable

SMILE

Use warm facial features and smile a lot. This is scientifically proven to make you more likeable.

PRETEND THEY'RE SOMEONE YOU LIKE

Think of someone you really like (or even jus the feeling you get when you see someone you relaly like) and try to emulate that feeling. This will help your smile come more easily and make your voice more warm, all of which lend to likeability.

Tip #3

Eye Contact

More likeable

- Website
- News outlets
- Google search

More Trustworthy

- Open
- Believable

Builds connection

- Fundamental to human engagement

Tip #4 Be Nice to Everyone

YOU NEVER KNOW WHO'S WHO

Many job interviews have been blundered by treating someone in the process poorly. You never know who is who or what weight their opinion holds. Always be kind.

Tip #5

Use Mirroring

Subconscious

- Shows similarities

Maintain rapport

- Feel more comfortable because of similarities observed through body language

Subtle

- Don't mimic
- Subtly alter

Tip #6

Follow Up!

#1 MOST OVERLOOKED ETIQUETTE TIP

Writing a thank-you letter.

Most HR professionals will tell you that any candidate who sends a thank-you letter gets first consideration.

So, if you are looking to give yourself an advantage above the other job applicants, then be sure to follow up your interview by writing a letter showing your genuine appreciation for the opportunity.

Bonus Tip # 7

Be Prepared



RESEARCH

This really does have a huge affect on job search succes!

BRING RELEVANT MATERIALS

Have a portfolio with work examples, awards, and any relevant documents that will demonstrate your professional history, accomplishments, and worth. This will demonstrate organization and pride in your work.

USE STORIES

Use appropriate stories from your professional past to demonstrate your skills. Use relatable situations and vivid details to bring the interviewer into your world.



Module 3

Answering Top 10 Common Interview Questions

Tell me about yourself.

MOST COMMON OPENER

Be ready for it. Prep a general answer, then modify for each job / interview.

PROFESSIONAL, NOT PERSONAL

Avoid age, marital status, religion, etc.

3-4 POINTS

3 or 4 important things about your professional life that will showcase positivity. Name a few of your best attributes or an accomplishments you're proud of. This is a great time to utilize part or all of your 'elevator pitch.'

Practice Time!

Take a few minutes to split into groups and practice answering this question. Ask each other for input and/or inspire each other by sharing what you come up with!

Why are you interested in this position?

or 'Why do you want to work for us?'

- Similar, but slightly different

Show off what you know

- From your research or connections

Personal Connection

- From childhood or school or family, etc.

Show you're a good fit

- For the company and/or position

What is your
greatest strength /
weakness?

STRENGTH: YOUR TIME TO SHINE

It's not boastful to talk about your strengths and accomplishments. How else will they know?

WEAKNESS: YOUR TIME TO SHOW ACCOUNTABILITY

Everyone makes mistakes. How you learn from them is key.

Consider how you've learned from your weaknesses or how you've adapted a weakness into a strength.

Practice Time!

Take a few minutes to split into groups and practice answering this question. Ask each other for input and/or inspire each other by sharing what you come up with!

What are your short- / long-term goals?

Highlight strengths and positive attributes

- Always showcasing your best

Emphasize desire to contribute

- Stability and success for the company

Customise your answer

- To that company / industry whenever possible

What is one of your greatest accomplishments / failures?

WHY THEY ASK THIS

With this questions, the interviewer is trying to get a feel for where your priorities lie and what you value.

USE STORIES

Have a few different anecdotes/stories prepared that fit well with the job and company. This makes your answer much more relatable and believable.


SHOW ALIGNMENT

With company culture, values, goals, etc.

Practice Time!

Take a few minutes to split into groups and practice answering this question. Ask each other for input and/or inspire each other by sharing what you come up with!

Why did/do you want to leave your current/most recent position?



Be (mostly) honest

- But keep things positive

No trash talking

- Even if your last job was terrible, avoid too much negativity
- They are judging your character

Can you explain the gap in your employment?

EVERYONE IS DIFFERENT

Take time to plan out your answer carefully.

STRIVE FOR HONESTY

But avoid anything that could put you in a negative light.


GET CREATIVE

If you're struggling for an answer that won't put you at a disadvantage, you can explain how you were taking time for personal reflection and growth, but you'll need a few good examples of your findings.

Practice Time!

Take a few minutes to split into groups and practice answering this question. Ask each other for input and/or inspire each other by sharing what you come up with!

**What can you offer us
over your competition?**



Your time to shine!

- Don't hold back

Show alignment

- Make sure they know WHY you're a good fit

Unique value proposition

- Reflect on yourself as an employee and really try to explain what makes you unique.

Practice Time!

Take a few minutes to split into groups and practice answering this question. Ask each other for input and/or inspire each other by sharing what you come up with!

How do you handle conflicts?

SOLUTION ORIENTED

Customer satisfaction and general harmony amongst staff are two VERY important factors in company success.

COMMUNICATION AND LISTENING

These should always play heavily into your conflict resolution.

BE SPECIFIC

Tell a story about a specific situation in which you handled conflict well. This will be much more powerful than speaking in generalities.

Practice Time!

Take a few minutes to split into groups and practice answering this question. Ask each other for input and/or inspire each other by sharing what you come up with!

What would you like to accomplish in your first 30/60/90 days?

Use your research

- To help demonstrate your knowledge of company goals/struggles and explain how you would help

Show ambition

- On what you'd like to accomplish

'We' language

- Use wording that assumes yourself already in the role

Practice Time!

Take a few minutes to split into groups and practice answering this question. Ask each other for input and/or inspire each other by sharing what you come up with!



QUESTIONS?

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