



POSITIVE CAREER ADVICE

THE INTERVIEWERS: WHAT DO THEY REALLY WANT TO KNOW?



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"BY UNDERSTANDING THE INTERVIEWERS NEEDS YOU CAN TAILOR YOUR ANSWERS TO STAND OUT AMONG OTHER CANDIDATES".

Every interviewing audience has different needs and motivators, and understanding what they are will be essential for you to connect with them.

If you are managing a sales approach, you will understand that when dealing with a Procurement Manager, their primary drivers will be to save money while streamlining their supply chain to provide a high-level service to their internal and end customers. The Procurement Manager's motivators will be different to a Production Manager who will want to ensure the supplier can deliver their parts based upon demand targets guaranteeing the delivery of an end product without delay.

If we relate this scenario to a typical interview process, different people will often manage each stage - from Human Resources to Hiring Managers to Colleagues.

Understanding the interviewing audience will help you appreciate their drivers and enable you to decode their questions, allowing you to frame your answers and talk their language.

Let's take a closer look.



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THE HUMAN RESOURCES (HR) PROFESSIONAL

Typically this interview tends to be a short screening interview, and their primary motivator is to establish whether you have the skills and desire to do the job. It is worth remembering that they are not likely to be experts in your field, and while they may not need to know the 'in the weeds' detail, you may need to educate them with your answers so that they fully appreciate your relatable attributes and skills.

Top tip: As you build rapport at the beginning, casually ask them if they are the person responsible for recruiting these types of roles across their organisation, helping you understand how much detail you will need to go into with your answers.

Decoding Typical Screening Questions

Q: What are you looking for in your next role?

They want to know who you are and what your future looks like, and whether it matches the future of the role, they are looking to fill.



Q: Why do you want to work here?

Are you prepared and well-informed? Do you understand our business, and how passionate are you about what we do?

Q: How do you keep your skills up to date?

Are you a motivated person with drive and ambition? Are you excited about your chosen career?

Q: Why do you believe you are a good fit for this role?

Are you interested in this position, and can you directly relate your skills, roles and responsibilities outlined in the job specification?

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THE HIRING MANAGER

The Hiring Manager will be the ultimate decision-maker. They will be aware of their existing team's strengths and where they have gaps. Can you fill their gap? Can you help solve their problems? They will also be interested in what you can contribute and whether they can manage you.

Top Tip: Many Hiring Managers are risk-averse, so you will need to reassure them as much as possible of your suitability for the position by providing specific examples linked to the job. Do your homework on the challenges they are likely to be facing and position yourself as the solution.

Decoding Typical Screening Questions

Q: Tell me about yourself?

They want to get a sense of who you are, so keep your response concise and provide a general overview of your professional decisions, why you made them and what you learned from them.



Q: What's your approach when you take on a new project?

How efficiently do you work? Do you understand the direction you will take for the process?

Q: How do you handle difficult feedback?

Can you receive feedback? Are you a problem solver? Do you ask for more information? How do you communicate in these types of situations?

Q: How do you manage multiple deadlines?

Can you get work done? How do you handle pressure?

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THE COLLEAGUE

There's no pulling the wool over their eyes. They are the experts and will talk your language. Sometimes these 'sanity check' interviews can feel like panel interviews but remember, they are just like you. They will want to know whether they can work with you; however, more importantly, can you work with them?

Top Tip: You want to approach the conversation as a conversation as this will help you relax more and be yourself. None of us wants to show up in a new role as a different person, do we?

Decoding Typical Screening Questions

Q: How do you stay inspired and keep on top of industry trends?

Are you passionate about what you do, and what will you bring to our team?

Q: How do you handle multiple changes to projects?

What will you bring to the day-to-day? How similar is the example you provide to their experience? Will you remain calm, and can you handle your workload?



Q: How do you handle multiple tasks and remain organised?

Will we have to pick up the slack? Will you hold up your end of the bargain when getting work done?

Q: Tell us about a time when you had to resolve a problem?

What's your working style? Do you need time to process, or do you jump right into a brainstorming session?

Each audience is different, and so are their levels of expertise and motivators. Appreciating and empathising with their needs will help you talk their language and reassure them. Even during the interview, you can improve your understanding of the interviewer so you stand the best chance of getting the job.