



Modern Interviewing

Workshop Goals

- Traditional vs. Modern Interview
- Your Elevator Speech
- Using the STAR method
- How to prepare for interviews
- Research the company
- Questions for the employer



Traditional Interview Questions

Time-tested questions popular with interviewers

Interviewee can give vague, unverifiable or hypothetical answers

What is your greatest weakness?

Strategy: Identify 1 development area and how you are improving

Technology – Taking computer classes online/ at PA CareerLink

Managing large staff – Communicate expectations clearly and get staff input

Tell me about yourself

Strategy: Describe experience, skills, highlights

Highlight points from your updated Resume Summary

Create and practice your Elevator Speech



Elevator Speech Activity

Great framework for answering
Tell me about yourself question



30 Second Elevator Speech Example

Hi, my name is **Sam Jones**. I am a **Television Technician**.

I have **5** years of **residential and commercial** experience.

I have worked at companies such as **Dish Network**.

My strengths include **troubleshooting problems, television installation and providing outstanding customer service**.

I am pleased to meet you and excited to discuss what I can offer your company.

OPTIONAL—EDUCATION, MOST IMPORTANT ACCOMPLISHMENTS.



Modern Interviewing

- Employers believe **past performance indicates future success**
- Can you give an example of...?*
 - 1) Successful past performance
 - 2) Learning from mistakes or problems at work

Focus on Experience

- Probing questions that are specific to your experience
 - Describe (or give an example of) when...
 - Tell me about a time when...
- Employers want to hear brief (30 second - 1 minute) stories

Use the STAR Method to answer Modern Interview Questions



The STAR Method Video



What was the **Situation – Task– Action-Result?**

<https://www.youtube.com/watch?v=0nN7Q7DrI6Q&safe=active>

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Behavioral Interview Questions to Prepare for

Give an example of...

A mistake or missed goal and how you handled it

A goal you reached and how you achieved it

A stressful situation and how you resolved it

How you dealt with a difficult customer, boss or coworker

A time when you went beyond the call of duty



Why did you leave your last job?

- Why Employers ask
- General Tips
 - Be honest, positive, brief
 - Focus on what you learned/skills acquired
- What if I was fired?



Prepare for Questions about the company

Interviewers want to see if you read the job description

Use keywords from the job description in your interview

Do an online search and review the top 10 links that come up



Prepare by researching the company online

- Salary, culture and specific interview questions www.glassdoor.com and PayScale.com <https://www.payscale.com/research/US/Job>
- Major company, industry & competitive information www.vault.com
- Research the company and industry
- Know their mission statement, history, current products and services
 - Go online to research the company's culture
 - *Why do you want to work for this company?*
 - *How much do you know about our company?*



“Do you have any questions?”

- Do not ask first about salary and benefits **INSTEAD**
 - What training do you offer?
 - Describe advancement opportunities
 - How would you describe a typical day?
 - Ask the interviewer about their career path
 - Ask about the company’s culture and special strengths
 - What is their timeframe for a decision?



Summary

- Remember the differences between a Traditional and a Modern Interview
- Prepare and practice your Elevator Speech
- Use the STAR method
- Always research the company prior to the interview
- Be ready to ask questions to the employer

***Thank you
for your
participation!***