

WINNING THE JOB INTERVIEW



OVERVIEW

- Your mission: reduce the perceived risk in offering you the job.
- Winners win before the game begins: calm & assertive.
- Your opening moves: time, opening statement.
- Typical Questions.
- Compensation Discussion
- Your closing moves: the killer close.
- Follow up: turns ambivalence to commitment.

YOUR GOAL



HIRING AUTHORITY'S GOAL



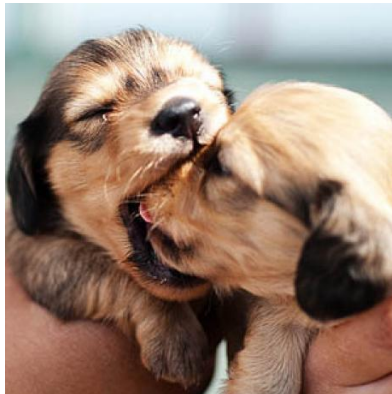
PREPARATION: WINNER'S WIN BEFORE THE GAME BEGINS



RESEARCH

- 10K Section 1
- Form 990 in guidestar.org
- News.google.com
- Lexis-Nexis.

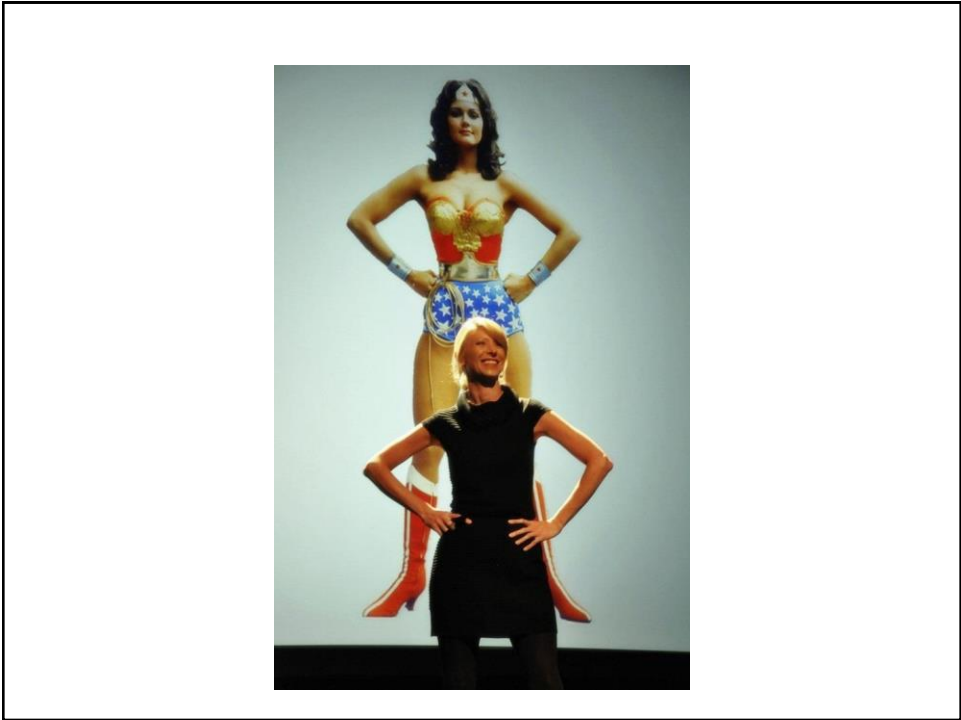
NOW YOU TRY IT





YOU WILL BE CALM/ASSERTIVE

- Cesar Milan of The Dog Whisperer.
- Amy Cuddy of Harvard Business Review.
- Testosterone & Cortisol
- Larry and the Sales Call.
- <http://www.psychologytoday.com/blog/platform-success/201303/people-want-follow-calm-assertive-leaders>





5 million views since June, 2012

http://www.ted.com/talks/amy_cuddy_your_body_language_shapes_who_you_are.html

NOW YOU DO IT!



“I’VE GOT (CIRCADIAN) RHYTHM!”



- When do people generally feel tired?
- When do people feel “up?”
- Are you in “rhythm” with the business biological clock?



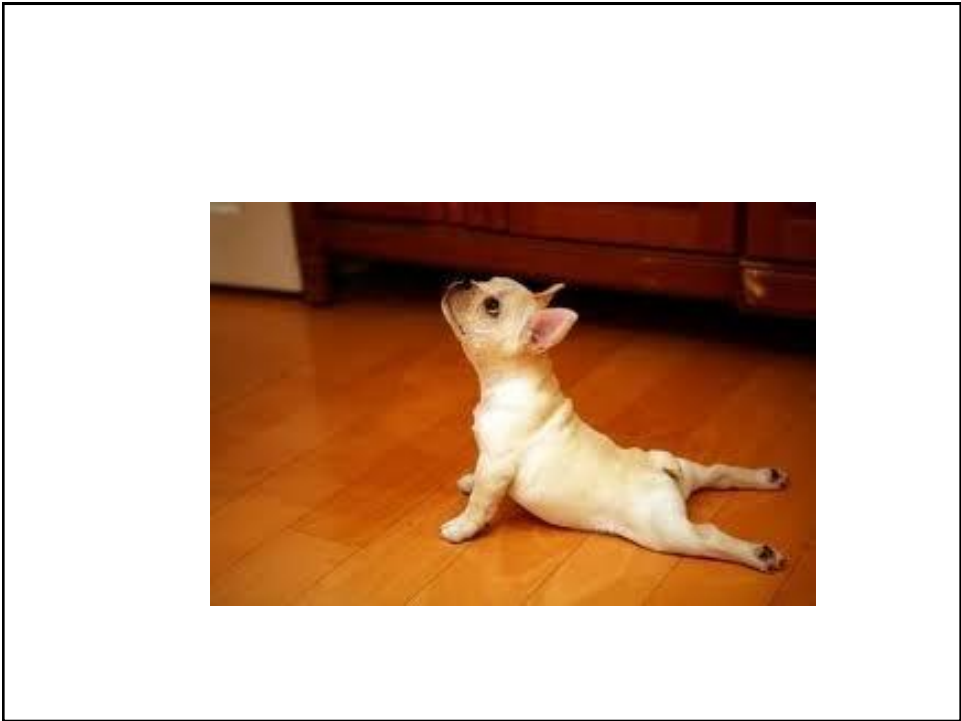


- Bring business cards and arrive 5 minutes before the scheduled meeting.
- Do Power Posing in the bathroom before you walk in for the meeting.
- If the receptionist does anything nice for you (coffee??), get the receptionist's name and compliment the hiring authority.

- Present your business card and ask for the hiring authority's business card. Use the back to jot down notes. Focus on a DETAIL you are not expected to remember!!
- "I'll tell you what I know about your company based on the research I've done so far if I may. And then you can tell me what I am missing!"

Example with King Arthur Flour

- "I thought you sold flour. But that's only part of what you do. Your strategy is to be THE resource for bakers: you sell the highest quality natural flour to consumers and businesses; you publish award winning bakery books; you sell baking equipment at stores and over the Internet, and you have a baking school. You send instructors all over the country to teach bakers."



LET'S PLAY: TYPICAL INTERVIEW QUESTIONS!



- Tell Me About Yourself?
- What are your greatest strengths?
- What are your greatest weaknesses?
- Tell me about something you've done in your career you regret and what did you learn?
- Why are you interested in this job?

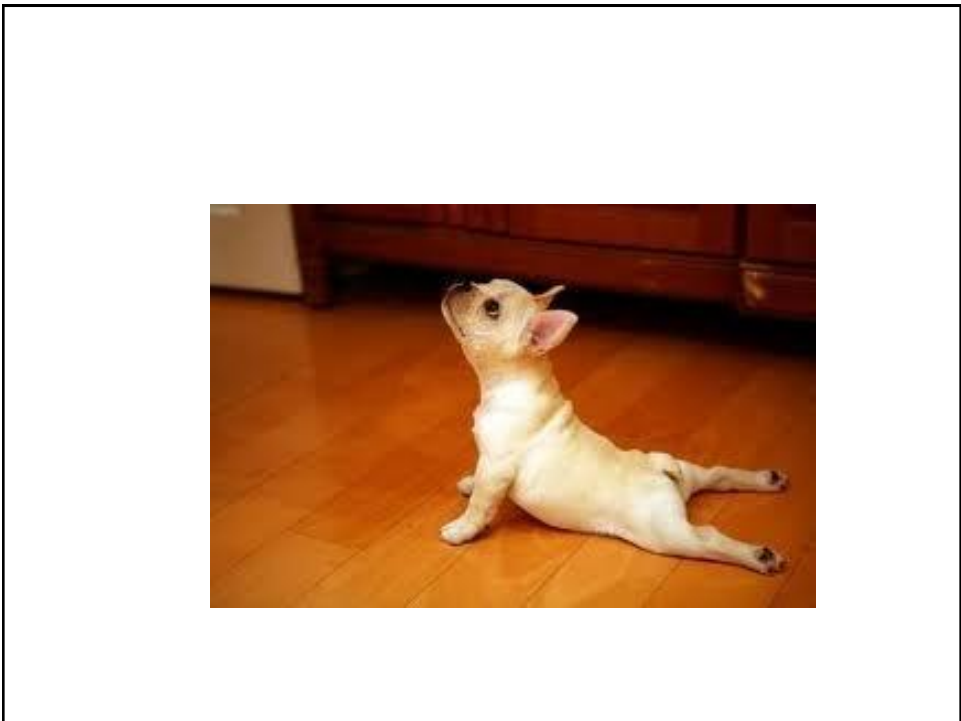


“What Questions Do You Have for Me?”

- Tell me about someone you hired for a position like this that you are delighted you hired?
- Tell me about someone you hired for a position like this that you regret you hired?
- What are your greatest opportunities in the next twelve months and how will hiring the right person help you with your job?

- <http://www.psychologytoday.com/blog/platform-success/201212/how-conjure-the-ghost-in-the-interview-room>

- Tell me about the compensation structure.
- “I want to be paid at least at the mid point.”



The Killer Close



- We are both taking risks. Your risks are X. My risks are Y. With all respect, we are both taking risks. But my risks are higher. I would not take this job unless I thought I could do a great job for you. The risks are too great for me.



NOW YOU TRY IT!





Your Follow Up Turns Ambivalence to
Commitment



- Thank you letter where you remember some minor detail in the interview and follow up in the letter. (review the notes on the back of the business card).

- People you have spoken with about the company and about the hiring authority.

- Here is what I might do in the first two weeks of the job if I was lucky enough to get it.

- Each theme is a separate follow up email.
- Your mission: show the hiring authority that you are the least risky choice because you take initiative, pay attention to details, and follow up.

- <http://www.psychologytoday.com/blog/platform-success/201210/seal-the-deal-in-job-interviews>

SUMMARY

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