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Perfect Interview Answers



***Top 3
Toughest
Questions***

***That Could Kill Your
Interview Chances
- ANSWERED!***

Peggy McKee

www.CareerConfidential.com

Free Report

Perfect Interview Answers: 3 of the Toughest Job Interview Questions!



In just about every job interview ever conducted, there are 3 basic questions that you must answer well in order to get the job. They might ask these questions with slightly different wording, but they are the same essential questions. They are:

- Tell me about yourself.
- Why did you leave your last job?
- Why do you want to join this company?

Each one of those questions is trying to poke at you to uncover any underlying issues that could cause a problem for this hiring manager if he hires you. Remember, you represent a risk for him or her, and they need to know if you're going to be a good fit, or a problem.

These questions are all excellent opportunities to reassure the hiring manager and sell you for the job.

Question #1:



Tell me about yourself.

What the Hiring Manager *really* wants to know is...

“Tell me something that will matter to me as I consider you for this job.”

This is a golden opportunity for you to set yourself apart from the other candidates.

Some people think this is an icebreaker question because it's one of the first things they ask you in the interview (and because in normal circumstances, it is an icebreaker question). So they answer it like they would in a social situation and say something like, "I've got 3 kids, I love to run marathons, I'm a Steelers fan"...whatever. That's a mistake. It's the wrong response because that's not what this question is about.

When they say, "Tell me about yourself," what they really want to know is "Tell me something that will matter to me as I consider you for this job."

This is a golden opportunity for you to set yourself apart from the other candidates. It's completely open-ended, so you can say anything you want. So think about the job, the job description, and all the research you did before the interview.

Put yourself in that hiring manager's shoes: what is he or she going to be the most impressed by? What is going to get that person's attention and make them sit up and take notice of you for the rest of the interview?

Plan Your Answer in Advance

Drag the cursor around the text you want to capture.

Tailor Your Answer Before You Give It

What parts of my story would be on this hiring manager's list of reasons to hire me?

That's what being strategic in the interview is all about.

You might start with your education—what's your degree? If you had an especially high GPA, you might mention it—but if you didn't, then don't. Just talk about your degree. If you did coursework that is different from your degree but pertains to this job, this is a good time to mention it.

And then go into your background. Just hit the highlights: promotions, awards, or key accomplishments. Not necessarily the things that you're most proud of—the things that this hiring manager for this job will be most impressed with.

So for instance, your answer might sound like this:

"I received a degree in X from Y University. From there, I took my first role as an ABC in XYZ Company. I progressed there in receiving two X awards / promotions, and then was recruited by XYZ's competition for another role, where again, I achieved 2 more X and was recognized for X, which led me to you."

You'll have to put your own spin on this, but this is the general language you should use to tell your story.

This requires some strategic thinking on your part.



Think of it like tailoring your resume. You tailor your resume to the job before you submit it, and you're going to tailor your answer to this question before you give it. Just think: What parts of my story would be on this hiring manager's list of reasons to hire me? That's what being strategic in the interview is all about.

You don't need to talk longer than a minute or so—just deliver a very targeted message that says to that hiring manager: "I am skilled, I have accomplished some great things, and I can bring that to work here for you."

Question #2:

Why did you leave your last job?

The underlying questions behind “Why did you leave your last position?” are: (1) “Is there something wrong with you?” (2)

“Did you get fired for a reason?”, and (3) “Will I regret hiring you?” Those are the concerns that you need to address when you answer this question.



It’s important that you don’t say anything negative about the company you were with because any negativity reflects very badly on you—but you still have to give them a reason why you’re no longer with that company. Your answer will depend on what happened, but there are ways you can talk about it to put a positive spin on it.

If you were laid off, and you can truthfully say that it was a mass layoff, like they laid off 40% of the sales force, or they laid off 10% of the workforce and the newest employees went first, then say that. It will make them feel better to know that it wasn’t just you. They will understand a mass layoff situation, because so many companies have cut back on their numbers the last few years.

If you weren’t part of a mass layoff—maybe it was a restructuring, maybe it was just a much smaller number of people, it’s very important that you be able to offer references who can speak to your skills and your character. The very best reference in this situation is your old boss. That will ease a lot of doubt.

If that’s not possible because you were in fact fired, don’t try to act like you weren’t. They will almost certainly call your references and your old company to find out the truth.

You can say something like, “I have to be honest with you here. That was kind of a bad situation that I’m embarrassed about. It wasn’t a good decision to take that

job—I did it for the wrong reasons, it wasn't a good fit, etc. I can only say that it was a brief bump in the road of an otherwise great career. I would love to have you speak to some of my references, including my former employer John Smith (who is going to be your boss from a job you've had in the past). They will be able to speak to my qualifications for this job, and my work ethic.”

And then make sure you prep and coach those references. They need to know they're about to get a phone call, and they need to know what's most important for them to speak about. Your references are an ideal resource for you to utilize in this particular situation.



Question #3:

Why do you want to work here?

Many hiring managers are suspicious that you don't especially want a job working for them...you just want any job so you can collect a paycheck. This is another risk issue for them.



This question is another place where your research will reward you. Answer the question and give specific examples to back it up.

Your answer should sound like, "I want to join this company because..." and then you need to list at least 3 reasons why.

The first one should always show fit: "...I can see where my skill sets would benefit you in this particular position. Because they would benefit you, I would also benefit personally, professionally, and financially from that. If I can come in here and fix this problem for you, I'm sure you'll have other problems I can fix down the road, and that looks like a great future for me."

The second one can show fit, but in a different way: "Another reason I want to join this company is that I like the culture. It fits me. I like what I've been reading about the company, and it seems like a great fit for my personality and values and who I want to be working for."

And then you can say something that personalizes it a little more, like: "The job is in a great location for me. I've always wanted to move here." Or, "It's only 5 minutes from my house, and I love that." Or, "I've always used these products, and I just love them and am really excited about being a part of that."

All of those reasons give them one more reason to hire you.

These are all perfect interview answers. If you can think about these questions and adapt these answers to your own situation, you are going to have a great interview. You are going to weave together for them a strong reason to hire you.



Additional Resources for You:

- Job Search and Interview Training Webinars
<http://careerconfidential.com/training-webinars/>
- Peggy's Personal Coaching
<http://www.phcconsulting.com/WordPress/interview-coaching/>
- Total Access Club (TAC)
<http://careerconfidential.com/total-access-club-product-reviews/>