



## Interview Impulse Control

Too many job seekers view the interview process as an athletic competition. They want to “win the interview” so they can secure the job and then live happily ever after. Of course you are going to want to appear articulate, creditable and attractive. However your goal shouldn’t be to give a good performance.

**You actually should have four goals:**

- **Build rapport**
- **Create a relationship that lasts beyond the interview**
- **Understand and address the potential employer’s concerns and priorities**
- **Treat the interviewer like a human being, not an adversary**

When an interviewer asks you a question, you should make sure to think about the question for a second before you blurt out an answer. Some of the things you should try and figure out would include, where the interviewer is coming from? What does he/she really want to know? What is appropriate in this context? Where will your answer lead?

**The two main interview questions that the interviewer wants to find out:**

- **What value can you add to my enterprise as an employee (and can you prove it)?**
- **Why do you want this job?**

**What interviewers want to know about the interviewee:**

- **Capability Factors**
  - 1. Personal traits, characteristics, self-presentation and “social intelligence”**
    - Situation awareness: sensitivity to others’ needs, priorities and feelings
    - Recognition of personal strengths and deficits
    - Positive self-presentation: grooming, appropriate dress
  - 2. Intellectual capacity, analytical ability and judgment**
    - Critical thinking and analytical ability
    - Ability to learn new things
    - Creativity and innovation
    - Vocabulary
    - Style when working under pressure or during a crisis
  - 3. Communication abilities**
    - Interpersonal: credibility, compatibility, affiliation, authority, power-seeking
    - Oral: listening, building rapport, expression
    - Written: form, content, logic, clarity, persuasiveness

#### **4. Work Style**

- Initiative: self-starting vs. desire for instruction
- Need for supervision vs. autonomy; team player vs. working independence
- Need for structure vs. tolerance for ambiguity

- **Motivational-related factors**

- 1. Personal values and priorities**

- External forces and factors
    - Balance between work and family
    - Career/life objectives

- 2. Risks and rewards**

- What motivates you
    - Nature of feed back- immediate vs. deferred gratification
    - Definition of success, achievement, personal and professional growth

**Help the interviewer give you a good interview. Think of each question as an opportunity to collaborate and elaborate for give-and-take.**