

Practice Interview

Motivational Interview Questions

- Focus on positive motivation
 - Align your answers to the job description
 - Incorporate your life history and personality
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- Tell us about yourself
 - Why this role?
 - Why this organisation?
 - Why now?
 - Where do you see yourself in 5 years?
 - How do you define success for yourself professionally?
 - What are you most proud of?
 - What are your weaknesses?
 - What are your strengths?
 - How do you deal with pressure/stress at work?
 - What management style best supports your work habits?
 - When have you exceeded expectations at work and what was your approach?
 - When have you failed, and what did you learn?
 - What are your hobbies/interests outside of work?

<https://uk.indeed.com/career-advice/interviewing/motivation-interview-questions>

Competency Interview Questions (STARR)

- Tell me about a time when...
 - Give me an example when...
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- **Situation (10%)** - setting the scene, giving context
 - **Task (10%)** - goal, aim
 - **Actions (60%)** - specific actions that you took
 - **Results (10%)** - outcomes, achievements
 - **Reflections (10%)** - what you learnt, would do differently next time
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- Communication
 - Teamwork
 - Working under pressure
 - Managing workload and multi-tasking
 - Meeting deadlines
 - Negotiating/influencing
 - Managing conflict
 - Leadership
 - Problem solving

<https://www.totaljobs.com/advice/most-common-competency-based-interview-questions>

Preparing for the Interview

1. Fully understand the organisation you will be interviewing at, organisational deep-dive

- How they measure success
- How they shape up against their competitors
- What language/phraseology they use
 - Understand what matters to them e.g. strategy doc, accounts. Where is the org headed, what initiatives are they excited about, where are they spending/getting money from - why you want to work there. Copy/paste the report into a word cloud generator to see what stands out. Look for Youtube videos, webinars, news articles.
 - Read equivalent documents from top 2 competitors
 - What are their employees saying on Glassdoor
 - Summarise the above 3 things into a SWAT analysis

2. Build interview Q&A matrix

a. 2 column table:

Expected Interview Questions	Answer Summaries
Tell me about yourself / walk me through your CV / experience	
Why are you interested in the position?	
Why are you interested in working here?	
Tell me about a time when you [Competency 1 from Job Description Person Spec]	
Tell me about a time when you [Competency 2 from Job Description Person Spec]	
Tell me about a time when you [Competency 3 from Job Description Person Spec]	
Tell me about a time when you [Competency 4 from Job Description Person Spec]	
What do you think you'll find easy and most difficult in this role?	
Where do you see yourself in 3 years time?	

Do you have any questions for us?	
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3. Practice verbalising answers

- Use structure in second column to practice verbalising your answers
- Do this 4-6 times until bullet points and answers stick in your mind
- Start with notes in front of you, then in front of a mirror, then in front of people
- Dance with answers, be fully present, fluid, adapt to the question asked

4. Anticipate the unexpected

- Open up browser tab and type 'World's top 50 interview questions'
- Open up a second browser and set a random Google number generator 1-50
- Hit go and whatever number it shows, answer that question on the list

Source: Raj Sidhu https://www.youtube.com/watch?v=8grk_5HMvO4&ab_channel=RajSidhu