

Got an interview and need to prepare?

We've produced a short guide with practical tips to help you nail your interview

Securing an interview with your preferred employer for your dream role can be daunting. Ensuring you give yourself time to prepare, and going about this task in a logical way can really help you on the day to show any interviewer why you should be considered for their role and become an asset to their team.

1 Do 1st Impressions Really Count?

First impressions still count. This means that your personal presentation, the small talk you make, and your response to the typical first interview question, "Tell me about yourself," can really matter. Think about how you want to be seen by the employer before hand. Be confident, give good eye contact, maintain positive body language – and be on time!

2 Do More Than Just Basic Research

Researching a business prior to an interview is a no-brainer; to really stand out research the people you'll meet when you interview too. Your interviewer is likely to be on LinkedIn, so check them out. This may give you a better understanding of what makes them tick but may also give you inspiration for strong questions that will help you stand out from the other candidates.

3 Does The Business Make You Tick?

Look in to what's new in the business, their website will have a section dedicated to press releases and events. Do a Google search to find any recent news or announcements ensuring you are prepared for any questions your interviewer may have for you on the performance of the business or what has interested you in applying. Look out for any information on a company's culture, mission, and values. Most companies will look for candidates who fit their culture, and they'll therefore be looking for someone who has considered this and how their own personal values align with those of the business.

4 Practice Interview Questions

Interviewers tend to ask a behavioural interview questions. These will want to know about an occasion/situation where you've found yourself and how you approached it to a successful conclusion. They'll have picked the situation because it's similar to situations you'd experience in this new role.

A good way to start is to identify 6 - 7 examples of how you've solved problems or demonstrated key behaviours that your research has indicated your target employer seeks (either from their Values mentioned on their website or from the job description). Don't be afraid to use both work experience, schooling/university, voluntary work and hobbies.

Expand on each example with detail, giving each one a title and putting it into story format. One might be "Handle Change." Another might be "Difficult Communication Situation." You don't need to learn these stories off-by-heart, however being familiar and confident with your own experience when spoken about in terms of different behaviours will help you ace an interview.



5 Practice Makes Perfect

Practice answering behavioural interview questions with a friend or someone you trust prior to the real interview. You can Google “Common Interview Questions” to get an idea of the format of behavioural questions and what might be expected of you on the day.

6 Could There Be A Curve Ball Question?

Oh yes; its common for an interview to ask a more unusual question. So don't try and memorise interview questions you've researched – being flexible with your approach will help you tackle curve-ball questions. “Tell me about yourself”, “What is the one thing your friends/colleagues/teacher would say about you?” “What is your greatest strength/weakness” can all be challenging questions on the day if you haven't thought about them before.

7 Establish Rapport

You don't need to leave an interview best-friends with the interviewer. But expressing interest in the company, job, and the interviewers' own career will boost your likability and show that you are proactive, enthusiastic, curious and engaged. All very positive traits. Your LinkedIn research beforehand can help you build rapport on the day – Have they been with the business long? What has made them stay committed to this business? Or if they are new, what made them move businesses?

8 Show You Want The Job

Its common for interviewers to decline candidates simply because they felt like the job-seeker didn't really want the job. That there wasn't any genuine interest or enthusiasm for the role or the business. To avoid making this mistake, make sure the interviewer knows you are interested in the easiest way. By telling them. Its also OK to send a follow-up note reiterating why you are more interested in the role after the interview, and meeting the interviewer. This will confirm your enthusiasm. If you're excited about the opportunity and want to move forward with the company, say it. Ultimately, people want to hire people that really want the job.

