

Interviews And The Interview Process Need Not Be Feared

Interviews need not be feared. Easily said but not easily carried out. How can you best prepare for the interview so that you will relaxed, present yourself at your best, carry the day and get that job. ?

First of all its amazing fact that few understand or comprehend. Most bosses or people at the other end of the interview table are never fully taught or prepared for their task.

People are often thrust into people with little training or forethought. Often indeed it can be said that often those with the least skills and attributes “get the job”. In ensuing flurry the newly promoted will emulate their boss or predecessor who guess what - was thrust into the job in a similar manner and was not trained either.

Often what presents itself behind the company façade is a “fly by the seat of your pants” style of management. Of course it is best never to express these views and insights of a firm and its brand of management. You are there remember to get the job and its paycheck not to cause problems for yourself.

What does this all mean to you? What entails is that there is little originality in interview questions, format or the schedule of interviews. Basically the same, or very similar questions, get asked again and again. It's like the old joke of a bank manager who has a promotion to make. The manager is unsure of which candidate for the job promotion to select. Following procedure he is told to ask a hypothetical question. The interviewer asks each candidate solemnly that at the end of the day you find an exceptional amount of money extra. What do you do? , the manager asks. The candidates answer a variety of answers from return the money to the manager immediately, split the money with the employer and take the money the money to my lawyer awaiting documentation. Who gets the promotion in real life? The correct answer is the one with the nicest teeth. The point is that this joke has been retold from the 1960's, where it was told involving an efficiency expert, to the 70's where the decision maker changed etc. etc. etc. The point is that job interview tactics and procedures have not changed much either. It's only the terms and nomenclature, the clothes and the voices have changed.

What are the formats for job interviews? Generally three interviews in arrow over time. First interview is the get to know you introductory interview. If you get to the second interview then it more serious. You will most likely be interviewed by a more senior employee of the firm for his or her input and experience. It's amazing how anyone 150 miles away from home is considered “an expert”. The interviewer may ask you similar questions as the first interview or perhaps throw in a few new wrinkles. Interestingly if you are hired and “things do not work out”, then the outsider can be blamed, rather than anyone at the home office. Lastly if you make it to the third and generally last interview point then you are almost home free. The last interview may involve the initial interviewer – the boss who makes work directly with you, that person and his superior or even a committee of several managerial members of the firm.

What routine questions can you generally expect in a job interview sequence? True the questions may vary per interviewer, company or industry but remember ultimately they are all variations on an old theme. The standard run of the mill questions are 1) Tell me a bit or little about yourself 2) How much do you know about our firm , company or organization 3) What can you bring to our organization ? 4) Similarly what are your strengths and weaknesses? 5) If you are given the job how would you change the functions of the job and how it is performed 6) Tell me about your best and worst bosses and why you are leaving your present (wonderful) job? And 7) lastly you will be given the most classic interview question / statement – “You look like a person who has a good head on their shoulders and knows where they are and where they want to be. Where do you see yourself in 5 years?”

All in all in order to present yourself well at the job interview throughout its stages is to prepare and anticipate your general answers to these questions. The questions may vary somewhat, or may involve additional creative or specific elements. By thinking ahead and preparing you will be in a much better position to identify the general type of questions and answer the questions smoothly, without much visible effort and hesitation. It all comes down to simple planning and preparation. Get that job!

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