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How to own the 1st and Final Interviews Secure your Dream Job!

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March 23, 2015

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Who am I and should you listen?

Positions such as:

- President of BackStretch Consulting Group
 - A Permanent Recruitment Company
- Recruitment Manager with Gener8
 - Took them from 5 to 150 staff in 2 years
- Career Consultant with UBC
 - Work with graduates for career goals
- Permanent Recruitment, Team Leader
 - Managed team of Recruiters in Calgary and Vancouver



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Who am I and should you listen?

Most importantly, results:

- Managed 1,000 + permanent recruits
- *Interviewed 3,000 + candidates*
- Reviewed 10,000 + resumes to decide

WHO gets HIRED and WHY



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Today's Agenda

- The reality of 1st and 2nd interviews
- The top 3 MUST DO's and WHY
- Behavioural Interview Questions
- Final thoughts



1.

1st Interviews



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The Reality

- How many people does a typical organization interview for one position?
- How long does an interview usually last for?
- What impresses them the most?



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The Reality

- **How many people does a typical organization interview for one position?**
 - *4 to 7*
- **How long does an interview usually last for?**
 - *15 minutes to 1 hour*
- **What impresses them the most?**
 - *That is a good question*



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What do you think the
top 3 things ...

are you **HAVE** to do better than the
rest for the **1st** interview?



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Top 3

- **Company research**
 - Where and what?
- **Skillset Fit**
 - Do you understand exactly how you can solve their unique problems?
- **Questions**
 - Questions that stick and make an impression



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And the # 1?

Questions

- Not Selfish
- Thought provoking
- Unique
- Things you GENUINELY want to know



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And the # 1?

Questions

1. "What do you expect me to accomplish in the first 60 to 90 days?"
2. "What are the one or two things that *really* drive results for the company?"
3. "What are the common attributes of your top performers?"
4. "What do your employees like to do in their spare time?"
5. "How do you plan to deal with...?" or "I noticed this on this site, thoughts?"



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Insider Tip

Bring a NOTEBOOK!

- Show it off
 - Research you have learned
 - Questions you want to ask
 - Write out their answers



2.

2nd Interviews



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The Reality

- How many people does a typical organization second and final interview?
- How long does the second interview usually last for?
- What are they looking for that is different than the first interview?



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How to Prepare

- **How many people does a typical organization second and final interview?**
 - *1 to 3*
- **How long does the second interview usually last for?**
 - *30 minutes to an entire day!*
- **What impresses them the most?**
 - *What are they looking for that is different than the first interview?*



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What do you think the

top 3 things ...

that factor into their decision on who they actually hire?



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Top 3

- **Skills**
 - Are you the most skilled to do this position?
- **Stability**
 - Will you be the most committed?
- **Fit**
 - How will you fit with the teams / culture?



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And the # 1?

Culture Fit

- How do you learn about this?
- How do you reflect this?



Behavioral Questions



A behavioral interview is a job interview focused on discovering how an applicant acted in specific employment-related situations.

The logic is that your past performance in the workplace will predict your future performance.

Instead of asking how you would behave, the interviewer will ask how you did behave. The interviewer wants to know how you handled a situation, instead of what you might do in a hypothetical situation.

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Do you know what this is?

A leather belt with a solid steel buckle and numerous metal compartments placed along its length, the utility belt is one of the foremost items in the Batman's arsenal against crime.

It must be noted that the Caped Crusader is continuously updating and improving the contents of the utility belt, so the accompanying illustration shows merely an average sampling of its contents.

The illustration shows a yellow utility belt with a silver buckle. A blue batwing-shaped compartment is visible behind the buckle. Below the belt, various tools and gadgets are shown in their respective compartments, each with a label:


- TWO-WAY RADIO (CONCEALED IN BELT BUCKLE)
- BATAPANG FITS INTO COMPARTMENT BEHIND BELT
- BATLINE IS DRAWN OUT OF BELT LINING FROM SPRING-LOADED REEL
- INFRARED FLASHLIGHT
- SMOKE CAPSULES
- FINGERPRINT DUSTING KIT
- MINIATURE CAMERA
- LOCKPICK TOOLS
- TEAR GAS PELLETS
- MICRO-PROCESSOR POWER SOURCE
- MICRO-CASSETTE RECORDER
- BATLINE REEL
- LASER TORCH
- PLASTIC-EXPLOSIVE GRENADES
- REBREATHING APPARATUS

BATMAN'S UTILITY BELT

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The Bat Belt!

- Why does he have one?
- What does it accomplish?
- Does it give him a step up on his competition?

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How to Answer

- **Acknowledge or clarify to buy time (if required)**
- **The bat belt (examples and stories)**
- **Result (and the result was)**

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For Today

Acknowledge / Clarification

- Great question ...
- I see why that question is so important here ...

Examples and Stories

- What stories are unique to you?
- They can be personal / business / or education related

Result / Lesson

- And the result was ...
- What I learned was



3.

Own the Follow Up



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How to Finish

- **So the interview is ending...**
 - **What now?**



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How to Finish

- Thank them for their time
- Ask for their business card
- Take the *extra step*




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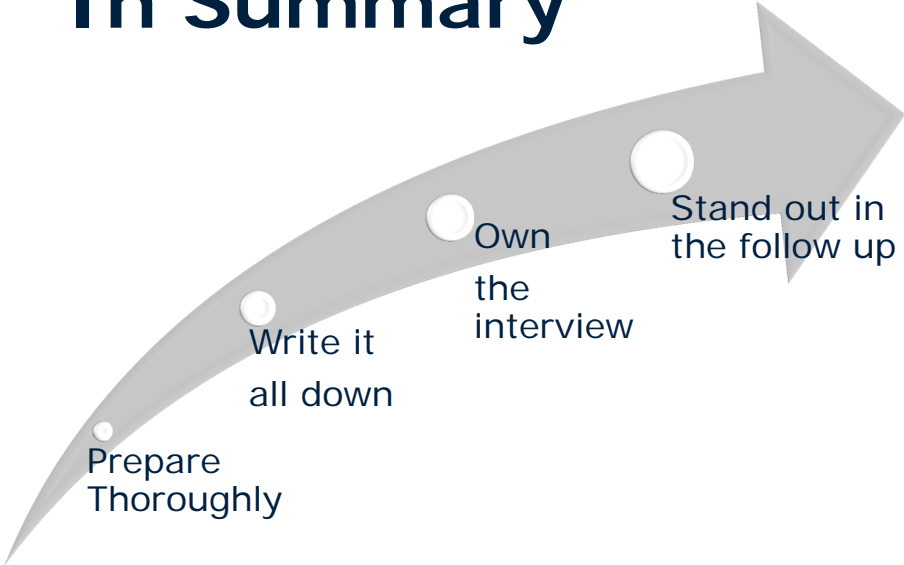
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And that step is?

- Email / phone / in person
 - *Which is best?*



In Summary



- Prepare Thoroughly
- Write it all down
- Own the interview
- Stand out in the follow up



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