

INTERVIEWING TECHNIQUES

What are interviewing techniques?

Interview techniques are the practices you follow during an interview to convince hiring managers that you're the best candidate for the role. The type of interview technique you use can vary depending on the role you're applying for, the stage of the interview process you're in and the location of the interview.

Interviewing is the opportunity to influence and persuade the employer that you are the best candidate for the position. It requires the three P's – Preparation, Practice and Performance. By striving to achieve the three P's you significantly increase your chances to make a good impression for the internship and/or job you desire. The following is a basic guide to interviewing – including information on preparation, practice and performance. But we'll start with what interviewers look for and the types of interviews you may encounter.

What Interviewers Look For

Interviewers primarily look for two things:

- ♣ Your unique qualifications for the position – Are you the best qualified candidate for the job?
- ♣ Your organizational fit – Will you fit the personality of the team and the culture of the organization?

Consider the three key questions of interviewing:

- ♣ Why this position? – An assessment of your career goals and path.
- ♣ Why here? – An assessment of your organizational fit.
- ♣ Why you? – An assessment of your unique qualifications

If you pass this "test," add a fourth question to the mix – Can I afford you? This is the interviewer's assessment of your salary and benefit expectations, as compared to their budget and financial outlook. Almost any question an interviewer will ask you comes back to these key questions. Start your process by reflecting on what answers you would give.

What are the 5 top interview techniques?

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