

BA291: Introduction to Business

Ajarn Marcus ศรีอนันต์

Class #10

**WHY SHOULD I HIRE
YOU?**

**WHY DO YOU WANT
TO WORK HERE?**

**YOU DON'T HAVE
MUCH EXPERIENCE.
ISN'T THAT A
DISADVANTAGE?**

**THIS JOB IS
STRESSFUL.**

**ARE YOU SURE YOU
CAN DO IT?**

**THIS JOB REQUIRES YOU TO
WORK WITH OTHERS ON A
TEAM AND SOME OF THE
EMPLOYEES HERE ARE
“DIFFICULT.” CAN YOU WORK
WITH THEM SUCCESSFULLY?**

**WHAT IS YOUR
GREATEST
STRENGTH?**

**WHAT IS YOUR
GREATEST
WEAKNESS?**

**WHAT IS YOUR
BIGGEST REGRET IN
LIFE?**

**CAN YOU TELL US ABOUT A
TIME IN WHICH YOU HAD TO BE
RESOURCEFUL (OR THINK ON
YOUR FEET) TO ACCOMPLISH
A TASK?**

**WHERE DO YOU SEE
YOURSELF IN THE
NEXT FIVE YEARS?**

**THIS JOB MAY REQUIRE YOU
TO SOMETIMES WORK
ADDITIONAL HOURS FOR
LITTLE OR NO EXTRA PAY.
ARE YOU OKAY WITH THAT?**

**WHY SHOULD WE CHOOSE
YOU OVER THE OTHER
CANDIDATES WE
INTERVIEWED?**

**HOW MUCH MONEY
DO YOU EXPECT US
TO PAY YOU?**

**DO YOU HAVE
QUESTIONS FOR US?**

EXPECTATIONS

-HOW TO CHANGE THEIR PERCEPTION OF YOU - They expect you to be rude and texting, so prove them wrong.

-MARCUS, I'M NERVOUS ABOUT MY INTERVIEW, WHAT SHOULD I DO?

-MARCUS, I'M WORRIED THAT THE INTERVIEWERS DON'T WANT TO TALK TO ME. WHAT IF THEY DON'T LIKE ME AND WHAT I HAVE TO SAY?

-MARCUS, I'M ALSO REALLY AFRAID THAT THEY'LL ASK ME SO MANY DIFFICULT QUESTIONS THAT MY DISCOMFORT WILL SHOW AND CAUSE ME TO FAIL THE INTERVIEW.

BEFORE THE INTERVIEW

-RESEARCH!

-IMAGINE THAT YOU ARE INTERVIEWING YOU.

-DON'T PULL AN ALL-NIGHTER!

-BREAKFAST

-PUNCTUALITY

DURING THE INTERVIEW

-BE POSITIVE!

-SAY, “PLEASE!”

-BE HONEST.

-SMALL TALK AND TOO MUCH TALK

-Don't ramble on!

-Your life story? Details should be pertinent to the interview.

-However, “small talk” is important! Just don't overdo it!!!

-Building rapport (be observant)

-“I'M GOOD WITH COMPUTERS” IS NOT GOOD.

-LET'S SHAKE ON IT.

DURING THE INTERVIEW

-MARCUS, THE INTERVIEWERS ARE UNFRIENDLY AND SLIGHTLY AGGRESSIVE. THEY KEEP ASKING ME DISCOURTEOUS QUESTIONS. I WASN'T EXPECTING THIS AND I FEEL THE NEED TO DEFEND MY PRIDE. SHOULD I "GIVE IT RIGHT BACK TO THEM?"

Job Interviewing!

The interviewer(s) and your ego...

-Stress interview

Job Interviewing!

- Funny example of a stress interview!
- The late Admiral Hyman G. Rickover, father of the U.S. Navy's nuclear submarine program
- You probably won't experience anything like this, but always be prepared for anything!

Job Interviewing!

- Keep in mind that this is how they “weed” people out!
- Expect this to happen! Don't look surprised or upset in front of the interviewer(s). Maintain a positive, controlled appearance the entire time!
- You've already cleared one hurdle if you don't “crack” (don't say anything negative)!

Job Interviewing!

- Don't think that they hate you! This will kill your enthusiasm! You will probably fail after this!
- They may love you and you just don't know it yet! Real world example...

Job Interviewing!

More tips for during: your verbal and nonverbal behavior

- You don't need to overdo the compliments!
- Be very polite, but not to the point where it makes you appear to be weak and subservient!
- Be confident when you speak, not arrogant!
- Speak to all interviewers, not just the one talking! People like attention!

Job Interviewing!

- Don't act like a "know-it-all!"
- Real world example of "Angie" ...
- Do you know anyone like this?
- If you are like this, you must stop!!! It will hurt you personally and professionally.

Job Interviewing!

- Also, hiring people like this will irritate your other employees!
- Avoid using slang terms! Don't sound like a robot though!
- Don't "talk over" the interviewer(s)!
- Don't sound rehearsed! Speak naturally! Real world example of TU interviews...

Job Interviewing!

- Because of cultural differences, there is no perfect world standard for effective nonverbal behavior during job interviews.
- Sit straight! No slouching! Not too straight though! Real world example of looking too tense...

AFTER THE INTERVIEW

-THE LETTER: TO FOLLOW UP OR NOT TO FOLLOW UP?

- A “thank you letter” or a “thank you email?”
- Don’t overdo it!
- Keep it simple and focused!
- Don’t write a “love letter!”
- Be professional!
- When should you write? Let me ask you something!

AFTER THE INTERVIEW

-MARCUS, I TRIED MY BEST BUT STILL DIDN'T GET THE JOB. I CAN'T FIGURE IT OUT. WHAT SHOULD I DO?

-MARCUS, I JUST FOUND OUT THAT THE COMPANY I INTERVIEWED FOR CHOSE SOMEONE ELSE. I FEEL REJECTED. AM I A FAILURE?

-SUCCESS THROUGH ADAPTATION

Job Interviewing!

Final messages...

- A lot of this depends on who is judging you!
- Try to keep it natural, as if you were talking to one of your teachers. Don't be intimidated!
- It's a dialogue, not an interrogation!
- Show that you have a personal and professional interest in the job!
- How do you deal with rejection?

Job Interviewing!

- Did you try your best? That's all you can do!
- Fail forward!
- Get up!
- Try again!
- Don't take it personally!



Job Interviewing!

General types of interviews:

Unstructured - Probing, open-ended questions are asked.

“Tell me about yourself.”

“What is your greatest strength?”

“What is your greatest weakness?”

Job Interviewing!

Structured - Each applicant is asked the same set of questions regarding a particular job (job-related questions make the difference).

- Job-knowledge questions
- Worker requirements questions
- Airline pilots...
- My brother and I at the government...

Behavioral interview - This is a type of structured interview; more common now. Past predicts future? What did you do in the past? How can you relate that to this job?

Job Interviewing!

Behavioral:

“Describe a situation in which your expertise made a significant difference.”

“Relate a scenario in which you had to motivate unmotivated coworkers.”

Job Interviewing!

Some common interview methods:

-One-on-one

-Group

-Board (or panel)

-Interviewers from different levels

One last thing...