



Interviewing:

Speed Dating Style



STAR Technique



(Prepare)

Listen to the question and think of an event.

Result

Close with the result of your efforts.

Situation

Describe the event or situation that you were in.

Task

Explain the task you had to complete.

Action

Describe the specific actions you took to complete the task.

the balance

2 minutes per question:

last 20-30 seconds, interviewer provides feedback to applicant

Employer asks question and the applicant responds.

Employer digs deeper, as needed, requesting examples:

- Tell me more ...(provide more details)
 - What did you do about that?
- Why do you feel that ... What does this example indicate?

Format:

There are **3 rounds of 5 questions** each

2 minutes per question; last 20-30 seconds, provide feedback to applicant

Introduce Yourself!! Employer begins introduction w/handshake* - EVERY ROUND!!

Round 1: Outer ring is “employer” - inner applicants move left



Round 2: Inner right is “employer” - outer applicants move left (counterclockwise)

Round 3: You decide! Partner up for the last set of questions, trading roles!

Employer asks question, applicant responds to question, employer digs deeper, requesting examples:

- Tell me more ...(provide more details)
- What did you do about that?
- Why do you feel that ... What does this example indicate?

*if both comfortable w/it

1. Tell me about yourself.

(Most asked question in an interview.)

2. Why are you interested in working for our company?

The interviewer is looking for a real, substantive answer to the question of why you want to work at their company. Though it seems like an easy interview question to answer, many interviewers will ask, "Why do you want to work here?" or "Why would you like to work at our company?" in order to gauge your level of interest and to see if you have bothered to research the company in order to learn about it.

When interviewing prospective employees, interviewers are eager to determine which candidates really want the job and will invest genuine effort in bettering the company, as opposed to who just wants a job, any job, regardless of what the position entails.

3. Tell me about something not on your resume?

Your resume states the facts, but the interviewer wants to know about the person behind the work history. This will help your interviewer determine whether you're a [good match for the job](#) and the organization. To uncover this information, interviewers ask different questions to get an in-depth view of your qualifications for the job, as well as of your personality.

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4. Why should I choose to hire you?

Almost every teen candidate receives this interview question from potential employers: "[Why should we hire you?](#)"

Employers ask you this question for a few reasons. Because younger job candidates may have limited work experience, they want to pinpoint whether you have the skills they're seeking. They also want to know whether you understand the basic expectations of the job. Beyond that, employers are assessing your emotional response to the question. Do you answer with confidence or are you flustered? Are you assertive or are you self-effacing (not one to call attention to themselves)?

5. How do you define success?

During a [job interview](#), your interviewer might ask a question like, "How do you evaluate success?" or "How do you define success?" This is an [open-ended question](#), without a right or wrong answer, and it provides a super opportunity for you to demonstrate, through your answers and [body language](#), the qualities that most employers are looking for—determination, [motivation](#), drive, enthusiasm, and a shared collaborative vision.

A question like this is intended to give your potential employer a sense of your work ethic, goals, and overall personality. Your interviewer is also trying to ascertain how well you would fit in with their [company culture](#). Does your definition of success match the company's objectives? Will your aspirations fit with the employer's mission?

Break #1 - Recap
Toughest question?
Best answer so far?

6. How would you describe your ability to work as a team member?

An employer will ask this question to learn how you have worked with other personnel in the past. This will give the hiring manager an idea of how you might get along with colleagues at his or her company. Employers want to hire people who are team players, so respond in a way that will [show the hiring manager that you're able to work well with others](#).

7. What is one of your greatest successes?

Questions about your successes allow an employer to learn more about your work ethic, and your previous accomplishments. Your responses to questions about failures show the hiring manager how you work through challenging workplace situations.

8. Tell me about a major problem you had, and how you handled it.

Companies are always looking to hire employees who can [solve problems](#). That's why interviewers often ask candidates about how they have handled challenges in the workplace. Also, questions like "[Describe a problem you encountered at your last job](#)" are a way for interviewers to assess your attitude towards past supervisors or employers and to see if you place blame or take responsibility.

When questions of this type are asked, it is best to think of them as a request to share how you have [intervened to solve problems in the past](#), rather than an opportunity to complain about difficult situations at work.

Fast Food

9. Have you ever had difficulty working with someone? A manager, teacher, coach? Friend?

Interviewers may be curious about how you have related to previous managers. Another reason to ask this question is to get a sense of the interviewee's [interpersonal skills](#). [Conflict resolution](#) is an important skill for workers to possess.

Your answer may also reveal your personality: do you hold on to conflicts and negative moments, or are you able to be positive even about difficult situations? That's one of many reasons it's important to avoid negativity in your answer.

10. Why are you looking for a job?

When you're interviewing for a new position, you should come prepared to answer questions about why you're leaving or have already left your job. The reasons why people leave jobs often tell a lot more about the people leaving the job than it does the job itself. The interviewer is trying to gauge what kind of employee you'll be if you're hired.

The interviewer wants to know if you are:

- A team player who gets along with others.

- A good culture fit with the new company.

- Diplomatic when discussing tough subjects.

- Planning on sticking around at the new company if you're hired.

Break #2 - Recap

Toughest question this round?

Best answer?

11. How will your greatest strength help you perform?

Interviewers ask this question to see whether or not your [skillset](#) is a good fit for the position and the company. This question also helps interviewers see whether or not you have [researched the job and the company](#) thoroughly.

When you're asked to describe your strengths, be careful to set the right tone. Some interviewers may ask you to "brag a little about yourself." In answering, you'll want to display a gracious self-confidence. Don't understate your talents, but don't come off too boastful either.

The best strategy is to practice answers about your strengths before the interview, taking time to plot out how you can sell your strength by also explaining how and why you think it will fill an employer's need in a specific area.

12. How do you handle stress and pressure?

The interviewer really wants to know whether you can handle job-related stress, and what you do in particularly stressful situations at work. This is especially important if you're interviewing for a position where stress is an integral part of the job. That's because job stress can have a negative impact on workplace performance.

The hiring manager may also be wondering whether stressful issues outside of work can impact your job performance. Employers look for candidates who can deal with a range of stressful situations, whether these are personal or work-related.

To answer this question successfully, you'll want to provide specific examples of how you've handled stress well in the past. You might also provide examples of times when pressure actually made you work more productively.

13. If I were to ask your teachers to describe you in three words, what would they be?

14. What are your goals
for the future?

15. What questions do you have for me?

**None is NOT an option :)

Break #3 - Recap

Toughest question this round?

Best answer?

Toughest question overall?

Who would you hire?

Cheers & Challenges!

Other questions:

Who is your role model?

What is your dream job?

What motivates you?

Are you a leader or follower?

Describe situations where you have used your leadership skills.

Do you prefer working independently or in groups on school projects?

Do you think that your grades are a good indication of your academic achievement?

What have you learned from your mistakes?

If you could be anywhere in the world right now, where would you be and what would you be doing?

