

INTERVIEW ADVICE

1. Describe a problem/opportunity you've faced regarding "X"
2. Describe how you approached it
3. Why did you approach it that way?
4. What were the results?
5. What did you learn and how have you applied it since?

Test 3 or 4 key behaviors for the role in the above manner and you'll be surprised how quickly the cream rises to the top. Unfortunately in my experience, most candidates, even some exceptional ones, are ill-equipped to succeed in this type of interview process.

Would it help if I instead I described them as “those candidates who otherwise appeared to be qualified”? I guess the point I was somewhat laboriously trying to make was... if you want to stand out, learn how to talk about your skills and experience in this context if you want to really stand out.

Kevin Keefe