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It was mid-July 2008 and I just bought an expensive power suit for an interview. After being laid off in the midst of a recession and unemployed for about six weeks, I felt desperate and willing to spend money on anything that could put my career back on track. Surprisingly, the train ran on time that day, which gave me the opportunity to take off my new jacket, sit back and prepare for this meeting for the last time. At my stop, I realized that I was so intently focused that I didn't notice a robbery going right under my nose. The jacket is gone. With nothing but an inappropriate tank top, I was distressed but decided to go for it anyway. I met with all the heads of the departments of the organization, during which time my thoughts repeatedly returned to my wrong clothes. But believe it or not, I end up getting the job done. Even though my story had a happy ending, there is no doubting the pressure of the interview process makes me unnerve. Anything that can happen before or during an interview, so it's important to walk around in a sense of readiness, even if your jacket has just been stolen. Interviewers will focus on figuring out if you are suitable for this post, but it is also important to decide if the company is right for you. There is a list of questions ready to help you through your next interview. Your role Be careful not to ask questions already answered in the job description. It is important to go beyond these shared responsibilities to understand all that work entails. Can you offer specific information about day-to-day position responsibilities? What will my first week at work look like? How does this position contribute to the success of the organization? What do you hope I'll do in this position? How does the company's culture affect this role? What opportunities for job shading are available to the applicant before they accept the offer? Continue with caution: If instead of going into detail about the basic responsibilities listed in the job description, the employer wanders away from many other responsibilities, they may ask you to take over more than you originally thought. Chances are, the interviewer is the first contact you will have in this company, they may even be your future boss. Asking questions can help you understand their attitude, company values, and where the future of the company is heading. What do you like most about working here? Why do you work in this industry? Can you check me through your typical workday? What is your greatest achievement in the company? What is your team's greatest achievement? What goals do you have for the company, yourself and your employees over the next five years? What hobbies do you have outside the office? Continue with caution: Be wary of leaders who have opening problems or don't seem to their company and StyleWhat is the type of management style you need to reach the height of your potential? Now is the best time to see if the company's executives are aligned with your expectations. How do managers encourage employees to ask questions? How do managers entice staff to succeed? How does employee feedback turn on day-to-day? How does management give negative feedback to employees? Continue with caution: Employers who can't list how they encourage employees and set them up for success may not deliver the support you're looking for in the company. Company cultureFrom benefits and perks of how employees interact with each other rather than mesh with the culture of the company can put an obstacle in your way to success. What is your work culture? How would you describe the work environment here? What are the benefits of work-life balance? What are the advantages and benefits the company offers? What are the contours of your telecommuting policy? How often do employees become available outside of normal working hours? Continue with caution: Listen carefully as the interviewer describes the benefits of the company and the environment to make sure it is the right culture for your personality and work style. After doing some research, you should already know something about the reputation of the company. Now it's time to dig a little deeper to make sure this is the place where you will thrive. What is your mission statement? How often is a new employee the result of a previous employee's dismissal? Why do most employees leave the company? How will employees describe the company and its executives? What are the company's biggest problems? How do they overcome them? What do you want the company to be known among employees - past, present and future? Continue with caution: Quality leaders will be the first to recognize that their company is not perfect. Interviewers who claim that they will not change anything may not be able to grow and make positive changes. Measuring performance The knowledge of a company's expectations and how they measure goals before you accept a job offer will help you decide if their style matches what motivates you. How do employees confess for their hard work? How involved are employees in structuring their own goals and objectives? What are your views on goals, timing and measurements of success? How often do employees have to provide project status updates? How often do you rate your employee performance? Continue with caution: Want constant updates and control over employee tasks are warning signs of the micromanager. Future employees of this organization can be your next team. Make sure you are sure that this is the group you want to be a part of. Can you tell about the team I'm going to work with? How competitive are your employees? How do you develop teamwork skills among employees? Continue with caution: A competitive environment can be fun and motivating, but a lack of teamwork in the office can point to a company cut. What is your ultimate career goal? Hire yourself to succeed by learning how far this new position can take you on your career path. What type of mentoring system do you have in place? What training/learning opportunities does the company offer? What opportunities are there to move forward? How do leaders contribute to employee growth and success? What does it take to become the best performer in this company? Continue with caution: If the interviewer is unable to share as much as you can advance in the company, chances are you won't be able to grow at the rate you want. Moving forward Don't leave an interview with any unanswered questions for you or the interviewer. This is your last opportunity to make sure you've been both on the same page before you walk out the door. What is the next step in this process, and when can I expect to hear from you? Is there any other information I can provide you with? Want to see more examples of my work? Continue with caution: Interviewers who don't have much to offer on the next steps may already have another candidate in mind, or may not be in a big rush to hire. Don't forget to stay positive and keep looking for work until you are officially hired. This article originally appeared on Glassdoor and is reprinted with permission. The last update is June 23, 2020. You have everything from research companies to applying for jobs that fit your skills to actually hearing from a company that they would like to talk to you. And then, as soon as someone notices your resume and experience, you have the whole interview process to go through. Sometimes it can all feel like a glove running and can be emotionally exhausting. Being in the acquisition of talent for 15 years taught me a few things. I love telling people that sometimes get a really good job like dating to get married. A lot of boxes should be checked on both sides as best suited to the company and well suited to you. There are many questions to ask and a lot of chances for things not to work. Such is the nature of the hunting and interviewing process. There are several ways you can greatly increase your chances of landing the role you want. It all comes down to research and preparation. And no, where it is more important than in preparation for the interview. With that in mind, I'd like to take a look at the top 10 interview questions (with great examples of the answer). So many people are taking a shotgun approach to finding a new job. They have a general idea of what they want to do in the position and that's about it. Doing work takes a lot of your waking hours, so this should something you'll like. Actual Factual The people you're doing it with, the companies you're doing it for, etc. it requires planning and preparation. Now is the perfect time to make a list of things that are important to you in the new feature. Think in general terms and then narrow it down. What role do you want? Maybe it's accounting, maybe it's an operation, maybe it's even in a set like me. Now look for roles that match your experience and skills. I have been recruiting for 15 years, have management experience, and tend to focus on sales roles. It won't make much sense to look for or apply to roles that are looking for 1-3 years of experience. I would be bored and it wouldn't give the type of compensation I'm used to. Maybe you're used to being in a particular industry. Do you want to stay in this industry? This will either narrow down or expand the field you are looking at. Do you like working for a larger or smaller company? Is the big corporate office environment you enjoy, or perhaps a smaller office with far fewer people? Think about whether you like working for large multinational public companies or a small local organization. The culture of the company is usually a big factor for many people. These are all pieces of the puzzle you have to think about as you prepare to go about finding a job. 2. Research is so important while looking for work. Now that you've compiled a list of what's important to you in your new role, it's time to do some research. Part of this study is preparing to interview questions that we will get within a minute. First, do research on which companies offer the types of roles you are looking for. If you want to work for a large company, do a search for large companies in your geographic region that have positions like the one you want. Don't just do a search online, but make sure you ask family and friends. It's amazing what we can learn when we ask others for their thoughts and guidance. Ultimately, what you are looking to do here is to build a list of companies where you want to apply or see who you know that works there that can possibly help you snag a meeting. This does not mean that you cannot apply for other roles as you are aware of them. You just want to have a list of companies to keep an eye on the current one. Now that we've created job search options and done some research on the types of companies we want to work for, let's look at the interview process. This will help us prepare for the questions. 3. The interview process can vary greatly. Many times, when interviewed for a new role, you will go through a telephone interview. Then, if all goes well, you will be invited to go to the office for a face-to-face interview. Phone Screen Many Times Screen is a recruiter like me. I get a resume that looks like an experience well suited to the role I work with, I'll contact the person to set up the phone screen, or interview. Depending on the position, I will plan 30 to 60 minutes on the phone screen. During the phone screen, I do a fair amount of conversations as well as ask questions. I want the candidate to be well informed about the company and position. Then I certainly ask questions, some of which you'll see below. If the phone screen goes well, I'll talk to the candidate about being in person for an interview. Assuming that the phone screen is going well and both the interviewer and candidate want to move forward in the interview process, a live interview will be created. Here it may depend on the position. Sometimes I set up one live interview with an hiring manager and if all is well the offer will be extended. In other cases there may be a series of predatory interviews, depending on how difficult it is that the schedule is on both sides. Sometimes I line up someone for an interview all day long if it's a senior role. If you are actively interviewing and working with a recruiter, ask the recruiter to prepare for any person's interviews. In my opinion, all good recruiters do this, but some of them need to be recalled. Now let's get back to the really good information. Here are the 10 best interview questions (with great answers). In any interview you go on, you'll probably face at least one of the following questions, so be prepared! 1. Walk me through your work story the interviewer wants to see that your work makes sense. Ultimately, what they are looking for is progress and growth in your career, and that you don't quit your job on a whim. They are looking for a good performer they can count on. Great Answers When I was at ABC my position was Inside Sales Supervisor. I was responsible for a team of 6 people who... and in the end I decided it was time to look for an opportunity outside of the company because of the lack of growth options within the company. I took the position of group leader at Genomix because it allowed me to both grow my level of responsibility and learn a new industry. There, I ran a team of 12 sales representatives who sold Medical Genome Services in three areas of the state. 2. What are you looking for in your next role? The interviewer wants to make sure that what you are looking for in your next role coincides with the job you are interviewing for. If you want to manage people and it's not a managerial role, it's probably not the best fit. Great Answers I noticed in the job description that you are looking for a very creative person. Creativity is one of my strengths and something that I am very passionate about. One of the things I find to be very important at work is the culture of collaboration. In my next role I love working and interacting with a team that puts collaboration high on the list of priorities. 3. What makes you fired up to go to work? They want to know if you bring passion and energy to the role, or if it's just a salary for you. Great Answers As my 15 years in digital marketing points out, this is an area I absolutely love. I am constantly learning and doing this job every day is something that I fully enjoy. I always like to learn new things in the field of electrical engineering. I read numerous publications, and getting to integrate my newly found knowledge into my daily work is something I always look forward to. 4. How do you cope with stress? They don't really look to see if you get stressed at work; everyone does from time to time. What they want to see is if you deal with stress in a constructive way and are able to work through it effectively. Great Answers When I feel myself getting stressed, I stop and take a deep breath. I assess the situation and ask myself what I am trying to achieve. Then I break the project into smaller, more manageable parts that I can solve. I have found that creating a system that keeps me back on track and organized greatly reduces my stress levels. So I stay on top of almost all working situations. I also believe it's important to take a short break from time to time and walk a bit. 5. How do you prioritize your work? No real shocker. Your interviewer wants to know if you are able to adapt to shifting priorities and deadlines. Can you juggle a large workload? And what do you do when too much gets heaps on your plate at work? Great Answers I'm used to working with a lot of workload and multiple priorities. When I start to feel overwhelmed and too much happens right away, I take a minute and write down a list of things to do. I then number the items according to what is most important. From there I work my way from #1 onwards. While I consider juggling multiple projects one of my strengths, there have been times when there is just too much to do in a designated amount of time. When this happens, I usually ask my manager for guidance on what I should prioritize. 6. What skills and strengths would you bring to this position? The interviewer wants to know that your skills and experience are consistent with what they are looking for in close contact. By this point, you should know that what you are good at fits what they are looking for. Otherwise, you are on the wrong interview! As a recruiter I believe one of the best areas to know about how to find candidates. I'm proud of my ability to identify hard to find I have a certificate in this area that I keep the current as well. My level of knowledge in data analysis is pretty solid. I supplement my day-to-day work with learning by taking online courses to stay up to date with current trends. 7. What do you know about our company? I hope you've done your research. They want to know that you care enough about being able to take 5-10 minutes to do research on the company. Great Answers Although I'm sure there's a lot I don't know, I found some really interesting things about the company when I was looking online. I had no idea that there was such a high demand for injury prevention training in the workplace. How long has this been part of your service? I talked to a few of my friends in the industry and they filled me in on some of the large-scale projects your engineering firm completed recently. How interesting was it to land on the reconstruction of the football stadium? 8. How do you deal with disagreements with your boss or colleague? They want to know how you deal with disagreements and differences of opinion with colleagues. Since you will probably work closely with other people, it is important to show that you can handle differences in a productive way. Great Answers My manager recently wanted to put in place a bronze level of customer service. I totally disagree with how we worked for a year to land this client and it will be one of our biggest. I set up a meeting with my manager to show her how updating them to a silver package would eventually lead to more income. She finally agreed with me and we changed it. A few years ago a colleague and I didn't see eye to eye on creating marketing for a client. We butted our heads for almost 2 weeks before I invited us to talk about it over the food. Being in a more informal setting really helped us come together and agree on a combination of what each of us wanted to do. 9. How do you stay currently on industry trends? The person you're talking to is interested in knowing if you care enough about the industry to make an effort to keep up to date. Great Answers One of the ways I found to stay now on the latest and greatest is to go to the ERE conference that happens in Orlando once a year. This is a two-day event bringing together some of the most innovative companies in our field. I always learn a lot of new things that I then implement at work. Do you read Financial Planning magazine? I have had a monthly subscription for years. It always has great articles and helps me to be aware of the latest trends in our industry. What are the compensation requirements? It's pretty simple; they want to know if the compensation you are looking for fits into what they are in the budget for the role. Great Answers My research and talk to a few colleagues, I've found that the range of compensation for this type of role with the number of years of experience you're looking for is this from \$60,000 to \$70,000. Does this correspond to budget compensation for this role? based on my experience and experience in this area, I have been targeting roles with a compensation range of \$60,000-\$70,000 range. Is this role in that range as well? Conclusion Looking for a new job is hard work and can be challenging. It's a good feeling when you get on stage interviewing. Being ready is absolutely necessary and will help you immensely during the interview process. Browse the top 10 interview questions with answers to help you feel ready to deal with any interviews you may encounter. It just might help you land that new dream job. More Tips on Nailing Your InterviewFeatured Photo Credit: Christina and wocintechchat.com through unsplash.com unsplash.com basic electrical interview questions and answers pdf download. electrical technician interview questions and answers pdf download. electrical maintenance interview questions and answers pdf free download. electrical machines interview questions and answers pdf free download. electrical interview questions and answers in hindi pdf download. electrical interview questions and answers pdf free download. electrical technician interview questions and answers free download

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