

# Effective Interviewing



**“My short-term goal is to bluff my way through this job interview. My long-term goal is to invent a time machine so I can come back and change everything I’ve said so far.”**

# Agenda

Pre-interview

First impressions

The interview

Post – interview

Final thoughts

**In a word or two....**



*“Success always comes when  
preparation meets opportunity”*

Research

# Source: Current Employees

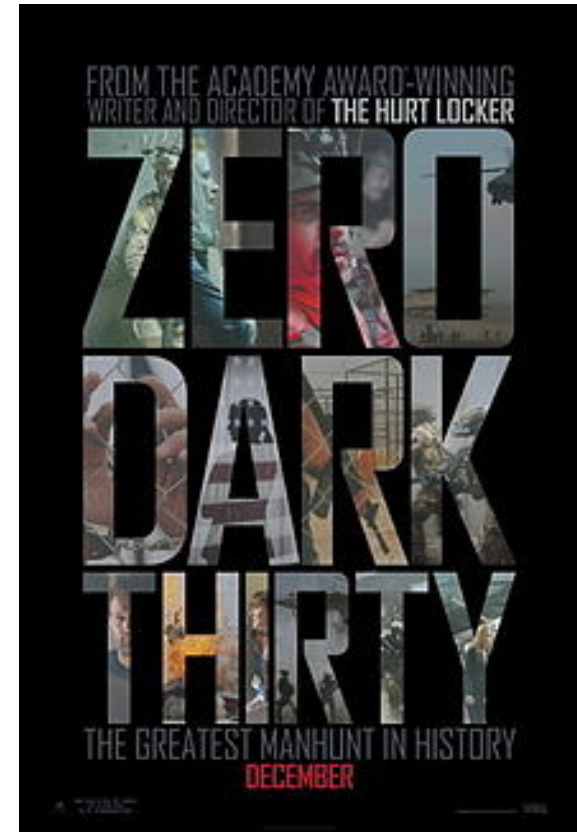


# Source: Online

Google™  
vs  
bing™

thejournal.ie  
READ. SHARE AND SHAPE THE NEWS

Google news



# Source: Social media





# Source: Macro data



**Central Statistics Office**  
An Phríomh-Oifig Staidrimh

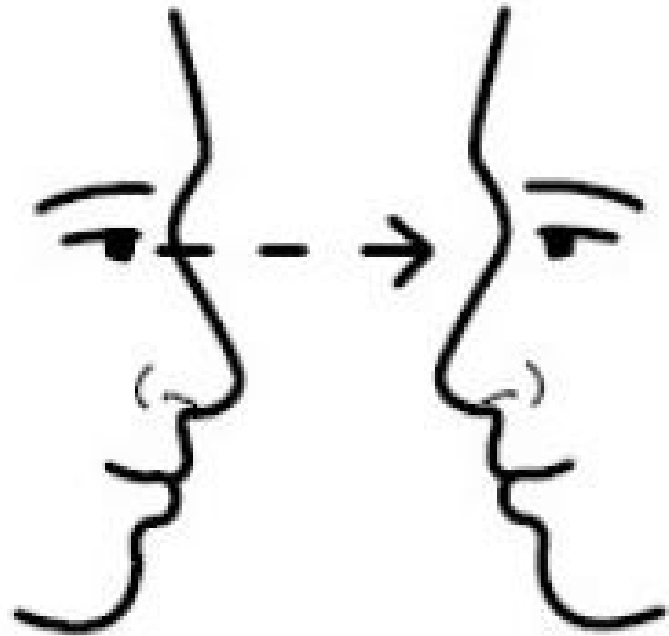


**...finally, the website**



# First Impressions

# Eye Contact



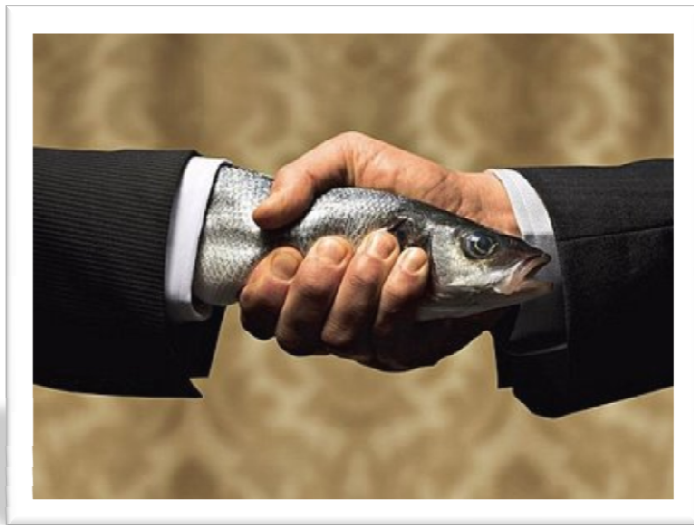
# Dress Sense



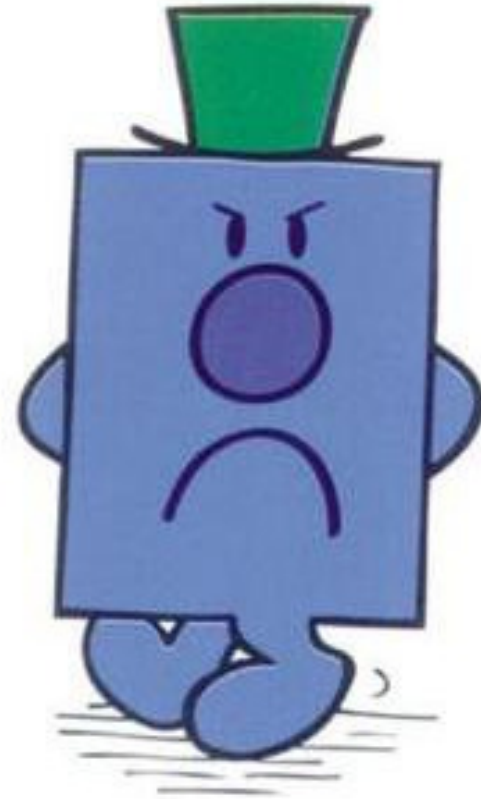
# Dress Sense



# Handshake



# Smile





# The interview

# What they want to know

Can you do the Job

Do you want the Job

Do we like you



# Arriving



# Prepared Answers

The good news - the questions rarely change!

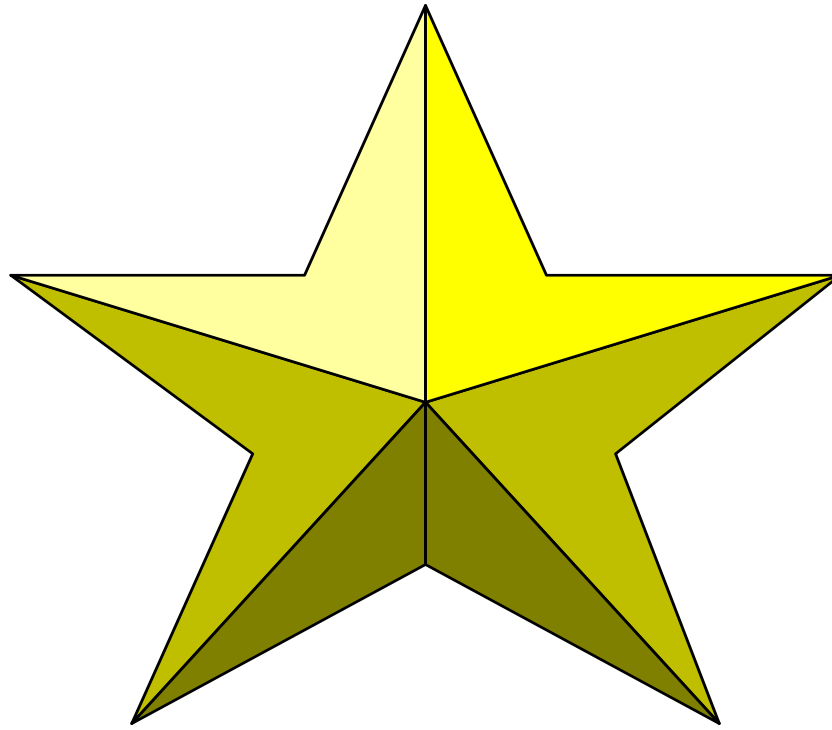
*Tell me about yourself?*

*Give me an example of a time...*

*Can you explain your role on the ...*

*Do you have questions for us?*

# Competency Based Interviewing



Situation

Task

Action

Result

# Other Assessment approaches

- Panel interviews
- Testing
- Assessment centres

# “Strange” questions

1

16



Personal brand



SAFE

SAFE

VOLVO

MAGICAL

MAGICAL

DISNEY

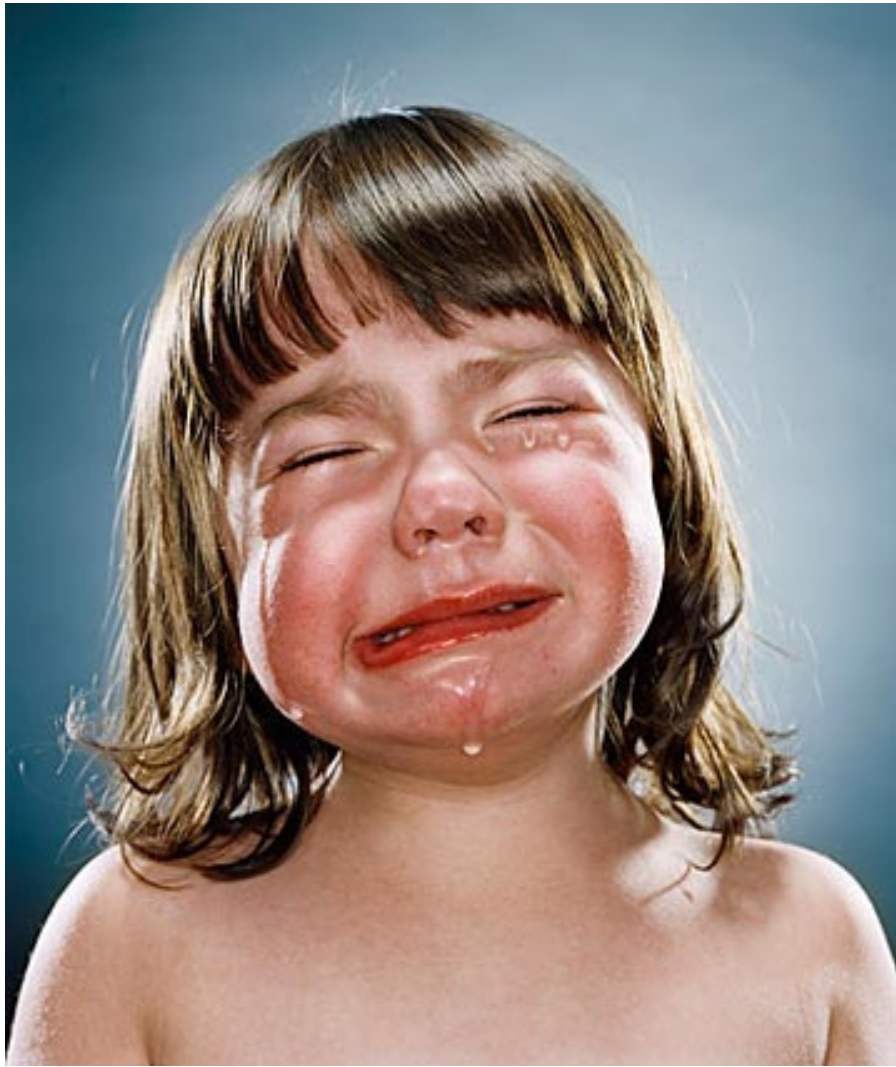
# Studies of communication

Body language: 55%:

Tone of Voice: 38%

What you say: 7%





# Powerful and Confident



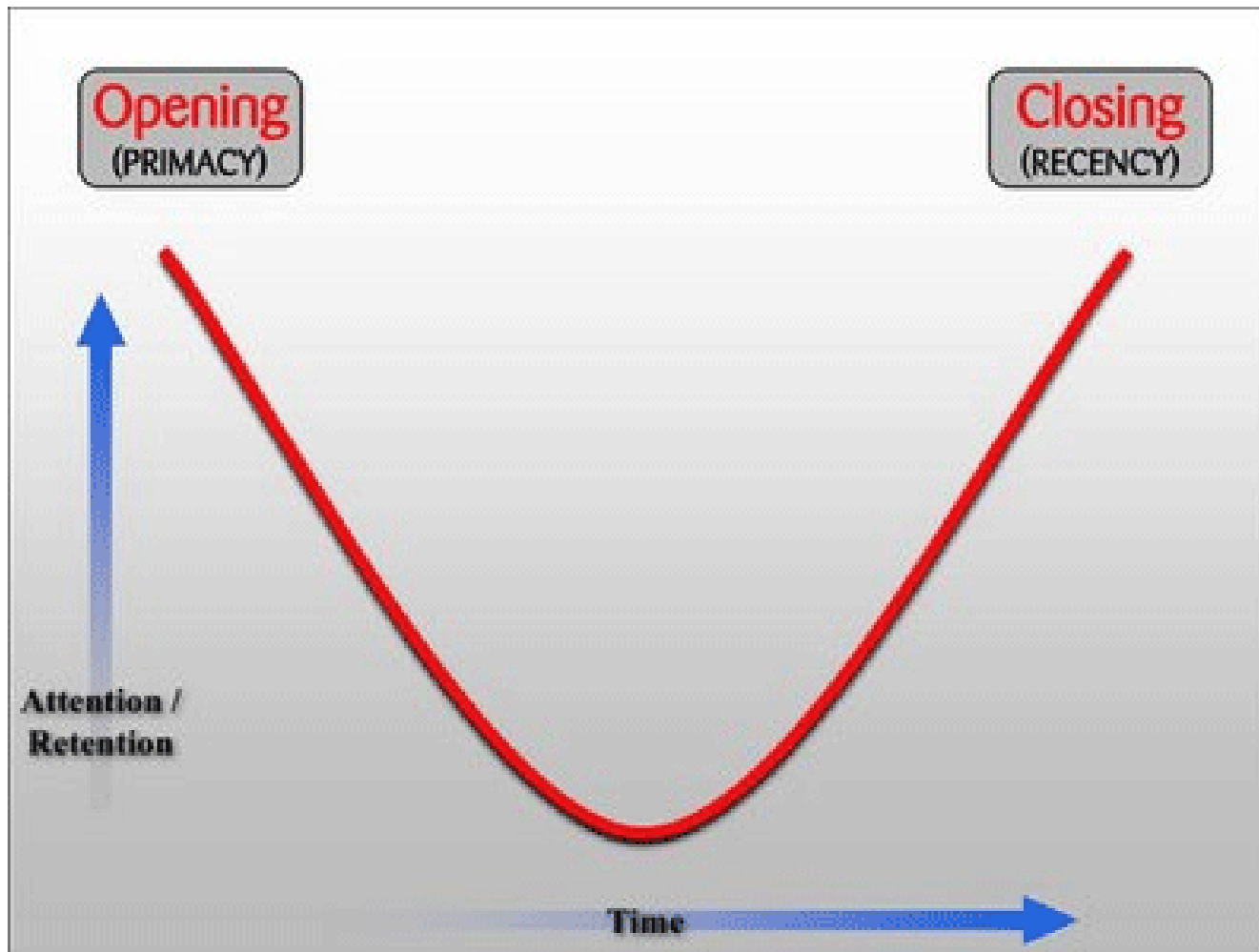


# Final Points

# Think Outcomes

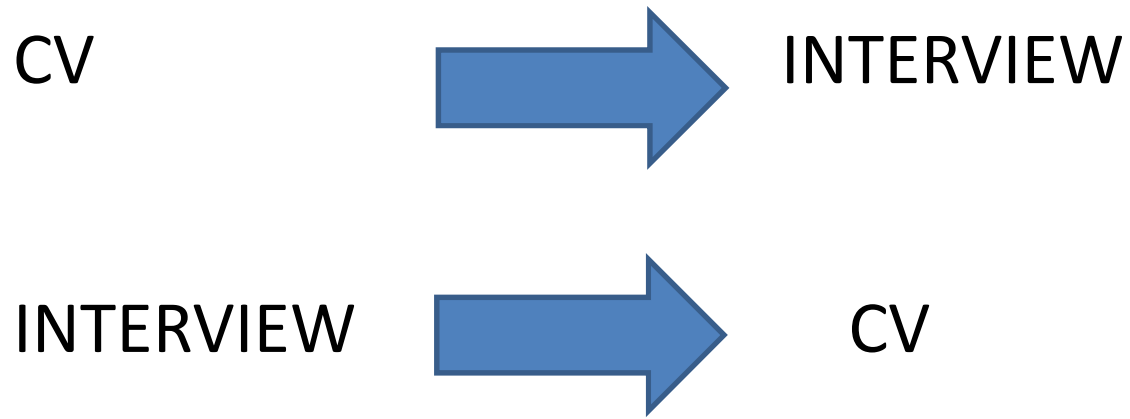


# Primacy / Recency



# Network

Change the process from..



# **Last thought....**

It's not hard its hard work

# Questions & Thank You

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