

# INTERVIEWING GUIDE

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## The Purpose of Interviews

The purpose of an interview is two-fold: to market your skills and relevant experience to the interviewer and to evaluate the organization's appropriateness for you. You accomplish this by showing the interviewer that you have the ability, communication skills, personality, growth potential, maturity, and intelligence to do a good job for that organization.

For many, the interview causes some degree of nervousness. This is normal; however, excessive nervousness may work against you. Others approach interviews with little enthusiasm and virtually no preparation. A laissez-faire attitude can be just as detrimental as excessive panic.

There are many different types of interviews and interview questions. Use this guide to prepare on your own or with other students, but also make time to meet with Career Development staff for mock interviews and feedback.

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## Preparing for an Interview

Preparation is an essential part of a successful interview. Taking the time to research a company well and practice interviewing with a specific job in mind is very helpful. This section will help you to consider the things that need to happen before you arrive for your interview day. It is helpful to have at least one or two mock interviews prior to your actual interview.

### PRACTICE THROUGH MOCK INTERVIEWS

#### Mock Interviews with Center for Career Development Advisors

These may be scheduled through the Center for Career Development at 704-894-2132 and are typically held during the common hour. Time slots fill up quickly so schedule your practice interview early.

#### Mock Interviews with Davidson Alumni & Parents Through the Davidson Career Advisor Network (DCAN)

More than 750 Davidson alumni and parents have signed up through the Davidson Career Advisor Network (DCAN) to help you practice for your upcoming interview. This is an excellent opportunity to prepare with industry insiders who have dedicated their time to helping you achieve success in landing an internship, job or entrance in to graduate school.

- Go to the Center for Career Development's website at [www.davidson.edu/careers](http://www.davidson.edu/careers)
- To access DCAN click on "Students" > "Networking" > "Davidson Career Advisor Network"

#### InterviewStream

If you are not able to schedule a mock interview, you will find it helpful to use the interviewing preparation tools in Interview Stream, an online tool that allows you to practice your interviewing skills through your laptop and a webcam. Using the system you can set up interview questions and record your answers for an easy self-assessment.

- Go to the Center for Career Development's website at [www.davidson.edu/careers](http://www.davidson.edu/careers)
  - To access Davidson's InterviewStream account click on "Students" > "Online Resources"
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## In This Guide

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Practice, Research, Dressing Properly, What to Bring

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#### Interview Questions

Personal, Education, Employer Fit, Experience, Behavior-Based, Illegal Questions, Questions to Ask the Employer

#### After the Interview

What If They Don't Contact You?  
Sample Thank You Notes

# Interview Guide For Interviewer

**Minghai Zheng**



## **Interview Guide For Interviewer:**

**Behavioral Interview Guide** Tom S. Turner, 2004 Is your organization using the most effective type of interviewing in your hiring and promotional processes Selection research results indicate that the most valid type of interview to use is a structured behavioral interview that is focused on the success related knowledge skills and personal qualities Behavioral Interviewing Guide provides you with a practical step by step approach for planning conducting and evaluating a structured behavioral interview Some of the many supporting documents guides and techniques included in the book are Selection criteria definitions Twenty five pages of categorized behavioral questions Generic interview guides for both management and non management positions Self assessment quiz and Generic behavioural background reference check guide By using the practices and techniques presented in the Behavioral Interview Guide you will hire or promote good performers more often Is it worth it You bet Selection research studies indicate good workers can do twice as much work as poor workers In addition each year a good worker is with an organization they contribute a monetary value equivalent in the range of 70% to 140% of their annual salary Bad decisions equipment material damage accidents and replacement hiring fees are just some of the substantial costs associated with hiring or promoting poor workers The behavioral interview is based on the practical assumption that a person s past behavior will predict their future behavior If a person has demonstrated strong initiative work standards ability to learn judgment flexibility honesty attendance etc in past positions they will in all probability continue to show the same behavior in future positions The Behavioral Interview Guide provides you with hundreds of good behavioral questions to choose from and explains the necessary structure and steps to ensure interview success Manual of Employment Interviewing United States. Dept. of the Navy. Administrative Office, 1957 *Mastering the Art of Interviewing* Brian L. Burns, 2015-06-15 Interviews can be challenging especially if you don t know what to expect What should I wear What questions am I going to be asked What type of salary should I request How am I going to explain not working for the last 2 years These are frequently asked questions Knowing the answers to these and several more frequently asked questions will give you a competitive advantage over others who enter in an interview without this knowledge The interview process starts long before you walk through the door to greet the interviewer Mastering The Art Of Interviewing A Guide To Successful Interviewing will take you step by step to show you what is required for a successful interview Several employers and human relations experts have expressed what they are looking for in a candidate to hire I have taken that information and applied it to my own life and I was successful That same information is transferred to this guide Understanding what employers want will not only help you be better prepared for the interview but it will also give you the confidence to wow the interviewer After reading this guide you will Understand the do s and don ts of interviewing What questions are going to be asked What questions you should ask How to prepare for the interview in advance The job market is very competitive Having the right qualifications is only part of landing that job Having a successful interview will help seal

the deal After reading this guide you will have the tools for a successful interview and give you a competitive advantage over other candidates NOW GO GET THAT JOB

**Interviewing** Daphne Keats,1999-12 Annotation An accessible and practical volume which provides good ideas for anyone looking to improve their interviewing skills It provides interesting ideas on how to build rapport and interpret both verbal and non verbal responses It includes chapters on interviewing children adolescents older people people with disabilities and interviewing across cultures

**Interviewing** Ben Emans,2019-12-05 Conducting a good interview is more difficult than one might imagine Of course thorough preparation is essential but equally important are knowledge of the specific subject area and effective communication skills Interviewing Theory Techniques and Training presents relevant theoretical perspectives provides material to help develop a range of communication skills and describes tried and tested ways of preparing for interviews There have been many developments in the field of interviewing in recent years Computer assisted protocols now play a prominent role in interviewing and there has been much research into the role of communication processes in interviews Interviewing incorporates these recent developments and insights and offers up to date examples and practical suggestions

**The Interviewing Guidebook** Joseph A. DeVito,2008 The Interviewing Guidebook focuses on integral skills needed for successful information gathering and the employment interview including the r sum and letters that are part of the interview process Preparation worksheets exercises guides to online help and scenarios for applying these skills make this brief and user friendly book extremely practical for anyone preparing for an interview

**Your Ultimate Interview Guide** Minghai Zheng,2023-08-03 1 Are you tired of feeling anxious and unprepared for job interviews Your Ultimate Interview Guide is a must read book for anyone looking to master the art of interviewing and land their dream job InterviewingSkills JobSearch CareerSuccess 2 Discover the secrets to acing any type of interview from phone screens to in person meetings This book provides insights into how to research a company anticipate common questions and prepare effective responses InterviewPreparation ResearchSkills EffectiveCommunication 3 Find out how to make a great first impression and build rapport with interviewers Your Ultimate Interview Guide offers advice on body language tone of voice and establishing common ground FirstImpressions RapportBuilding BodyLanguage 4 Explore ways to demonstrate your skills and value proposition to potential employers through storytelling examples and quantifiable achievements This book offers guidance on crafting compelling narratives and showcasing your strengths Storytelling ValueProposition AchievementShowcasing 5 Discover how to handle tricky questions and challenging situations with grace and confidence Your Ultimate Interview Guide provides insights into how to handle curveball questions discuss salary expectations and address potential red flags TrickyQuestions SalaryNegotiation RedFlags Job interviews are a critical step in the job search process They can be stressful and intimidating experiences but with the right preparation and techniques they can also be opportunities to showcase your skills and impress potential employers Your Ultimate Interview Guide Master the Art of Interviewing and Get the Job is a comprehensive guide that explores the strategies and tactics you need to ace your next

interview Whether you re a recent graduate a seasoned professional or somewhere in between this book will provide you with practical tips and advice for mastering the art of interviewing and landing your dream job From preparing for the interview to following up afterward we ll cover everything you need to know to make a lasting impression on your interviewer Throughout the book you ll find real world examples and stories of successful interviewing experiences as well as practical exercises and tips for putting the strategies into practice By the end of the book you ll have a solid understanding of what it takes to master the art of interviewing and achieve success in your career MingHai Zheng is the founder of zhengpublishing com and lives in Wuhan China His main publishing areas are business management self help computers and other emerging foreword fields

**Pass The Job Interview** Michael Kingston, This comprehensive guide contains absolutely everything you could ever need to know about the interview process as it says on the cover the only interview guide you will ever need From preparation through to the interview itself through to the follow up sending a thank you note etc there is a huge amount of incredibly useful relevant information in this guide broken down clearly into separate sections that make it easy to follow This will teach you how to ace your interviews like a pro and drastically increase your chances of getting the job you want in today s ultra competitive market

**How to Do Qualitative Interviewing** Bethany Morgan Brett, Katy Wheeler, 2021-10-27 Whether you are new to interviewing and working toward an undergraduate dissertation or refining your fieldwork as you complete a research project this book contains everything you need to know for successful qualitative interview data collection Organised around practical hints reflexive tasks bite sized pieces of information and original case study material the authors candid accounts of their research experiences help you approach qualitative interviewing with transparency consistency and confidence It walks you through how to Decide if interviews are the right tool for your project Turn your research ideas into well phrased interview questions Navigate ethical review and informed consent Recruit participants Choose an effective interview style Adapt your methods for different populations Transcribe and analyse your data

**The Complete Manager's Guide to Interviewing** Arthur Henry Bell, 1989      *The Evaluation Interview* Richard A. Fear, Robert J. Chiron, 2002-06-12 This reference features practical techniques on how to get an interviewee to loosen up and feel at ease assess an applicant s work history education social adjustment and motivation probe for clues to behaviour and get candid answers from candidates who may have something to hide

[Think Like an Interviewer](#) Ronald J. Auerbach, 2008-10 Praised by hiring managers career advisors and even job seekers Think Like an Interviewer is a job hunter s best friend It ll help you be successful and blow your competition away Full of with tips and techniques you won t find anywhere Tips and techniques that improve your chances of success and work Think Like an Interviewer is the perfect resource for anyone looking for work today In fact it so helpful that libraries across the country have added it to their collections Within its pages you ll learn Various interviewing methods and how to handle each one successfully How cover letters resumes and interviews fit into the hiring process Valuable tips and information for creating a winning cover letter and resume The main purpose behind many

interview questions How you can successfully respond to interview questions Mr Auerbach is a master at presenting information in a very straightforward way that is very easy to understand and follow His varied background training and experiences help him relate to you in a way most others cannot So whether you re a looking for work changing careers in school or a recent graduate Think like an Interviewer is for you Proven advice from somebody who s worked in the real world is a skilled instructor and wants you motivated and successful *The Smart Woman's Guide to Interviewing and Salary Negotiation* Julie Adair King,1995 The Smart Women s Guide to Interviewing and Salary Negotiation walks the reader through the resume creating process step by step It also addresses other key career issues of interest to women including breaking through the glass ceiling gender barriers commanding a fair salary and more *Selection Interviewing* Bradford D. Smart,1983 *Creative Interviewing* Ken Metzler,1977 This comprehensive book covers everything an aspiring interviewer needs to know from developing listening and observation skills to conducting interviews by electronic mail and surfing the Internet for story ideas Creative Interviewing aids readers by using examples and anecdotal accounts of actual professional experiences Readers are provided with step by step instructions on how to prepare for and conduct a strong interview how to obtain dramatic anecdotes from sources how to build conversational rapport how to conduct interviews for broadcast and how to cope with the dynamics of a series of interviews on a certain topic For any professional who wishes to improve their interviewing skills Personnel Interviewing James Davis Weinland,1952 **Interviewing Practices for Technical Writers** Earl E. McDowell,1991 International Developments and Practices in Investigative Interviewing and Interrogation David Walsh,Gavin Oxburgh,Allison Redlich,Trond Myklebust,2017-09-19 Techniques in the investigative interviewing and interrogation of victims witnesses and suspects of crime vary around the world according to a country s individual legal system religion and culture Whereas some countries have developed certain interview protocols for witnesses such as the ABE Guidelines and the NICHD protocol when interviewing children and the PEACE model of interviewing suspects other countries continue to use physical coercion and other questionable tactics to elicit information Until now there has been very little empirical information about the overall interview and interrogation practices in non western countries especially the Middle and Far East This book addresses this gap bringing together international experts from over 25 countries and providing in depth coverage of the various interview and interrogation techniques used across the globe Volume 1 focuses on the interviewing of victims and witnesses aiming to provide the necessary information for an understanding of how law enforcement agencies around the world gain valuable information from victims and witnesses in criminal cases Together the chapters that make up this volume and the accompanying volume on interviewing suspects draw on specific national case studies and practices examine contemporary challenges and identify best practice to enable readers to develop an international as well as a comparative perspective of developments worldwide in this important area of criminal investigation This book will be an essential resource for academics and students engaged in the study of policing

criminal investigation forensic psychology and criminal law It will also be of great interest to practitioners legal professionals and policymakers around the world      **Interviewing** Raymond L. Gordon, 1980      **The Interviewer's No Brainer Guide to Getting Hired** Leena Lavage, 2020-01-12 Previously published as How To Get a Job In A Doctor's Office by Leena Lavage Being in the dental medical field for over 25 years I was amazed at the torture or process of interviewing people for a job opening in my dental practice I was offering someone a very good position with a long term career I still can't believe the things I received This book is a summary of what to expect on a job interview in any medical field It gives you the perspective of the interviewer their potential questions and reactions You may be used to your side of an interview this is telling you their side what they're looking for I hope to give you some insight I want to help you NOT make simple mistakes which can potentially cost you a job This book is short sweet not always and to the point It is loaded with facts from real life experiences in the world of interviews I want to help you get the great job you went to school for the one you deserve I sincerely wish you the best

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