

Interview Process and the Employer Perspective

It's important to consider what the employer is thinking when it comes to meeting you. While you might be nervous and afraid, the interviewer may be as well. Keep in mind that unless they are employed only to perform hiring, most employers do not know how to interview someone successfully. Finding the right employee is an expensive process, from the advertising and contacting potential candidates to the sheer time it takes to conduct interviews. The employer is scared they are going to make a mistake and not get enough information or not ask the right questions. It's important to think about what their fears could be in relation to you, such as

- You won't be able to do the job (insufficient skills and experience)
- You will be off sick frequently
- You will quit once they train you
- It will take too long for you to master the skills of the job, costing them money
- You will not fit in with your coworkers

Your job in the interview is to reassure the employer that none of these are an issue. Figure out what your main barriers to employment are – what will affect you being successful in this interview and getting this job? Then, reassure the employer about those main barriers.

Observe the 50/50 rule – the employer speaks 50% of the time, you speak 50% of the time.

The first TWO minutes of the interview are the most important in terms of creating a first impression. Pay attention to:

- Appearance and personal habits
- Nervous mannerisms
- Confidence (make sure you speak loudly enough, watch hesitations in your speech, watch run-on sentences or one-word sentences, don't constantly interrupt, and watch self-critical comments or downplaying of self)
- The consideration you show to other people