

THE EXTRA POINT

BY JERRY ROBERTS



436 Why Take a Job Interview When You're Not Looking?

What if I said you should go through a job interview, even if you're not looking for a job? I'm Jerry Roberts and today, we'll tell you why answering those tough interview questions can help us at any stage of our career. That's next on The Extra Point.

Take a job interview when I'm not applying for a job, huh? What could Jerry be thinking about, now? Let me pose a question. If you actually were a candidate for the job you now have, would the questions you'd face likely be any different from those you answered when you were hired?

In most cases I'd expect the answer to be yes. If you want to check, ask your HR manager to give you their current list of questions and then go over them. Would you have been able to sail through without a hitch or could you have been tripped up along the way?

At every step along our career path we should be able to raise our game and respond well to increasingly more challenging questions about our job. If we're growing in our field that should not be a problem.

Let me throw a curve here. Are you looking for a promotion? If you are, then you'll be wise to know what interviewers are interested to learn from candidates for the next level up. Could you answer those questions today? Could you answer them with such confidence that you'd make the interviewer think you're ready to move up the ladder?

If you're looking to be a first-time manager, you might be asked about your strengths and weaknesses in communicating with others. If you were asked, "What make you think you're ready to lead a team," what would you say?

Let's say you've been a supervisor for a few years and now you're interested in middle management. Will you be okay with questions

about performance management, forecasting, and departmental planning?

If you're a department head and you feel it's your time to step into senior leadership, can you discuss strategic planning, sophisticated financial models, creating a vision for the organization's future, and succession planning?

Some people hearing this aren't angling for a promotion, but they'd like to know how well they might perform under questioning. If that describes you, great, figure out what the right questions are and see how well you can stand up to them.

If you stumble a bit don't worry about it. Going through the exercise gives you an idea of the important things you do know, and the things you need to know better. When I use the word "important" here, I'm referring to issues that are important to an interviewer, someone who is involved in real life hiring practices.

You can read about questions online all you like, but I favor talking with someone who specializes in HR and who can provide context into why they ask certain questions and what they're looking for in the successful candidate. That will help you match up better.

One key to all this is to seek questions that challenge you to use your specific knowledge and reasoning to answer. If you're going to do this, make it a tough test. You'll be glad you did.

That's The Extra Point. Get out there and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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