

Interview Preparation

What skills are employers looking for?

- MATURITY
 - »know your strengths and weaknesses
 - »know your limits
 - »tolerate ambiguities
 - »be emotionally stable
- OPEN TO CHANGE
 - »be constantly learning
 - »be open to new ideas
 - »be able to integrate and manage innovation
- BE A POSITIVE INFLUENCE IN YOUR MILIEU
 - »be able to know yourself and express your views and needs clearly
 - »be positive and enthusiastic
 - »act proactively
- HAVE EXCELLENT INTERPERSONAL RELATIONSHIPS
 - »be able to collaborate with a team
- BE PROFESSIONALLY CONSCIENTIOUS
 - »aim high
 - »act as if the enterprise belongs to you
 - »have an "intrapreneurial" attitude
 - »achieve "win-win" relation with others

Frequent factors in not getting a job

- vulnerable to stress
- closed to learning
- passive; lacking initiative
- difficulty working with others
- not preoccupied with trying to achieve excellence

How to prepare for an interview

- get to know the mission of the employer; the steps of its evolution and the characteristics of the challenges
- visit the site
- have your achievements clearly formulated and assimilated
- know your CV by heart
- know your criterias of success
- be ready to explain the difficulties you have encountered and the ways you took to get out of them
- supply lots of examples
- keep your different career scenarios in constant perspective
- predict likely questions
- prepare true and effective answers to potentially embarrassing questions
- demystify the mises-en-situations (roleplays)
- don't lie; admit what you don't know
- consider your interviewer as someone who shares the same goals as you