Just a reminder
• body language

And in the beginning....
• http://www.youtube.com/watch?v=b56eGJClLcK

Caves to phones
• Ma Bell is alive and well

“why should we hire you?”
• the good...........
• the bad...........
• the ugly (in several ways)

Step (2): Types of Interviews
• Unstructured
  – Most widely used selection procedure
  – Unplanned, informal, quick
  – “hunches” or “pet questions”
    • “tell me about yourself”
    • “what kind of animal?”
    • “where in 10 years?”

“Tell me about yourself”
• The good......
• The bad......
• The ugly......
Step (2): Types of Interviews

• Unstructured (problems)
  – 6 of 1, 111 of the other
  – Looking good!
  – : > +
  – The first cut is the deepest
  – Names and accents
  – Old, gray, shaggy and likes Buffett
  – What did s/he say?

• Structured
  – Boring old job analysis
  – Same ?’s for all
  – (maybe) set response/scoring scale
  – Detailed notes

• Behavioral interview
  – Desired experiences, knowledge, etc.
    • Critical thinking
    • Being a self-starter
    • Willingness to learn
    • Willingness to travel
    • Self-confidence
    • Teamwork
    • Professionalism

• Behavioral interview
  – 6-8 examples
    • top selling points.
    • ½ TOTALLY positive
    • ½ pig’s ear and silk purse
  – Varied
  – Recent
Behavioral Interview

- Overview
- Get Ready
  - is part of your prep
- Go do it

Behavioral Question

- The good......
- The bad............
- The ugly (in many ways #2).........

- and finally.....
- and finally, part II