

How to Get The Job You Really, Really Want

Interviewers Objective: To determine an individual's ability and desire to perform well in the position being offered & to advance in the organization. Specifically the interviewer is testing for:

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|--------------------------------|-------|----------------|-------------------------------------|
| 1. Emotional Quotient (EQ) | } | Can do job | <input checked="" type="checkbox"/> |
| 2. Intelligence Quotient (IQ). | | Will do job | <input checked="" type="checkbox"/> |
| 3. Background & Experience | | With integrity | <input checked="" type="checkbox"/> |
| 4. Purpose & Passion. | _____ | | |
| 5. Character | _____ | | |

Skilled Interviewers Approach: The most effective interviewers use a method of interviewing based on making and then confirming/refuting hypotheses around the key traits desired. For example:

1. Broad Brush Question -- The interviewer starts with a question like "Tell me about yourself" or "What brings you to being interested in working with us?" or "Tell me about the major events and decisions that have shaped your life?", in order to get you to speak at length about yourself. This will enable the interviewer to get to know you and form preliminary judgments or hypotheses about you.

2. Forming Judgments/Hypotheses -- From your answer the interviewer will begin to form judgments or hypotheses, positive or negative, about you in the key traits identified above.

3. Confirming or Refuting their Hypotheses -- The interviewer will then proceed to dig into the area around which they have formed a hypothesis by asking follow up questions. Once the interviewer is comfortable that their hypothesis is correct or incorrect they will move onto another area, using the same technique again.

	EQ	IQ	Background & Experience	Passion	Character
Description	The ability to actively manage one's feelings and responses to capitalize on our personal strengths and capabilities and have successful relationships with others.	Ability to analyze, think abstractly, conceptualize, use language effectively, visualize and comprehend complex situations.	The pathway that this individual has traveled to arrive here today including family history, education, work and other key experiences and the skills that have been developed.	Excitement, energy, drive that fuels each of in the pursuit of an endeavor. Having a clear agenda, a meaningful vision and feeling passionate about their pursuit.	The inward moral sense of what is right and what is wrong, the drive toward meaning, contribution and service. Character is the guiding force for one's vision and passion.
Information Sought	Can this individual work effectively with others? Do they have the courage to express their ideas & the confidence to listen and learn from others? Are they respected by managers, teammates & subordinates ?	Does this person have the native intelligence to perform well in the position sought? How do they think ... intuitively, analytically, linearly? At what areas did they excel in school? Work?	Has there been a focus to this person's life? Are they continually learning, growing, and refining their direction? Have they made the most of the opportunities life has offered? Have they built a relevant skill base?	What is this person most passionate about? Does their passion translate into disciplined pursuit of goals? Will they be passionate about the work opportunities being offered?	Is this person driven by conscience or ego? Are they principle centered? Have they thought about ethical issues and have they developed a framework for dealing with such issues?
Sample Questions (after broad brush general question)	What would your teammates say about you? What do you think makes an effective leader? Team? Meeting? Organization? What team have you been most proud to be a part of? Why was it successful? What role did you play?	Which subjects in school do you excel in? What do you see changing in the business climate? Visualize what would be an ideal company? Position? What do you think are the challenges that face DePauw today? What should DPU do to be successful?	Tell me about your childhood. What have been some of the shaping forces or events in your life? Tell me about a time when you were particularly successful or unsuccessful and what did you learn? What skills do you think you have acquired?	What really excites you? In what situations are you happiest? Most frustrated? Describe a time when you were totally absorbed in achieving something. How did it feel? What are you looking to achieve in your career? Your life?	What is really important to you? What does it mean to you to live with character? Tell me about a time you faced an ethical dilemma and how you handled it? What has been the toughest challenge you have ever faced and how have you handled it?
Assessment					