

STAND OUT

ANSWERS TO EVERYDAY INTERVIEW QUESTIONS

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YOU MADE IT to the interview—congratulations! Have you ever wondered how to make yourself stand out among other interviewers? We asked some of our employers for their advice on common interview questions. Check out their recommendations to gain some inside tips from an employer's perspective.



DEBRA DEFREECE DIRECTOR - ENTERPRISE RECRUITMENT | TALENT ACQUISITION, WILBUR-ELLIS

WHERE DO YOU SEE YOURSELF IN FIVE YEARS?

Interviewers often ask this question to evaluate how your career goals fit into the role today and long-term. It's always nice to find employees who will remain motivated and enthusiastic for more than a few months. I recommend that you are honest and sincere yet fairly general. Especially if you're not sure about a five-year goal. Stress your interest in a long-term career. The interviewer wants to know that you want to settle in and grow so they see you as a good investment. Also, show enthusiasm in the job and the company. The interviewer wants to know that it's an opportunity that is exciting to you and you'll be as invested in the company as the company is in you!

DO YOU HAVE ANY QUESTIONS FOR ME?

Whether you have interviewed with one person in the organization or eight, always say "yes" and be prepared to ask a question. It shows that you are interested and engaged. If you don't ask a question you are missing out on an opportunity to find out more about the company. You might ask what the greatest challenges are in the role; you might ask what the average day looks like. The best answers to this question come from listening to what the interviewer is asking you and then exploring that further with the interviewer. Such as, "From what you've asked, I get the sense that inventory control accuracy is a focus right now. Can you tell me what the challenges are in this area?" Be prepared for this question and be thoughtful. I am looking to see how curious you are and if you've paid attention during the interview.

JENNIFER STRUCK TALENT ACQUISITION PROGRAMS & OPERATIONS LEAD, CORTEVA

CAN YOU TELL ME ABOUT A DIFFICULT WORK SITUATION AND HOW YOU OVERCAME IT?

This question is an example of a behavioral-based question and when responding, if the candidate can, in brevity, answer this "in-full," that sets a candidate apart from the rest. When answering this question, use the STAR method: provide a situation, task, action, and result. To start, provide the interviewers a glimpse of what the situation was and what tasks are needed to overcome the situation. From there, detail the action you specifically took followed by the end result. Most candidates are good at detailing out the first three, but forget to relay the results. If you briefly detail all four, you will set yourself apart.

TELL ME A LITTLE ABOUT YOURSELF.

Many interviewers will ask this at the very beginning of the interview. This is done on purpose to help the candidate relax and become more comfortable. This is a great way for the candidate to set the tone of the overall process. The key to answering this question effectively is brevity. Before an interview, take the time to think about what you may want to say. Ensure that the information is work-related. Be succinct and thoughtful in your response. A candidate who states they are a hard-working, organized, detail-oriented, team player will stand out more so than one that rambles on about a variety of non-work/position-related information. **AG**

