How to keep from getting too “worked up” during your Job Interview

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Guess who your interviewers are:
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**Human Resources (HR)**

What she cares about:
“Are you a cultural fit for our company?”

The HR person handles your application, resume and schedules your visit. She can answer pay and benefits questions.

Impress her by: being on time, respectful and professional
Guess who your interviewers are

Worker/Technician

What he cares about:
“do I look good in front of the boss?”

He does not care about you because he is busy with his job. Be brief, ask no hard questions

Impress him by: Don’t make him look bad in front of the boss
Guess who your interviewers are

Mechanical Engineer

What he cares about: “Would I want you on my team?”

Charismatic corporate clown that you will be introduced to even though he is not an interviewer. He sets the bar for the culture.

Impress him by: Be personal and look for common interests
Guess who your interviewers are

Director of Engineering

What he cares about:
“What are you skills/talents and how can they help me”

No fluff. Do NOT bullshit this person! He is busy and eager to get your help.

Impress him by: Ask him what he does (before he asks you!) and tell him how your skills/talents can help him
Guess who your interviewers are

General Manager (aka the BOSS)

What he cares about:
“Are you enthusiastic to be a part of our team?”

Sees the big “corporate picture” and knows stuff you never will know or care about. TIP: ask him about how you can grow your new position!

Impress him by: Be enthusiastic about this job
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Engineering Manager

What he cares about:
“What exactly are you skills and talents so I know where you go. Are you trainable?”

This is the guy you are actually going to work for and the one you need to impress with your skills and talents.

Impress him by: Be honest and upfront with you skills and talents (without bragging). Be someone he can work with.
You may get to take a test!

What is wrong with this circuit?

There is no way to prepare for these tests, including personality tests. Just be honest and learn from the test.
Go on a tour of the company....

You do NOT have to know what all this stuff is so enjoy the tour. Look for a few things you may recognize.
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Are workstations orderly?  Cluttered?  Vacant?
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Can you get an idea of a culture? Does it fit you?
Go on a tour of the company....

Are they shipping products out?
The interview room...
The interview room...

Try to ignore the damn clock above your head “tick, tick”
Go on a tour of the company....

Tour may be kind of a blur. Look for unhappy people!
Follow up your interview

• Send HR a simple thank you card. (The company just spent hundreds of dollars interviewing you so they deserve it and it leaves a HUGE impression!)

• Connect with your interviewers on LinkedIn

• Follow up with any requests for additional information as soon as possible