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FULL EPISODE TRANSCRIPT - CAREERFLUENCER PODCAST



106: Interview Answer Key Part Two – with Cynthia Heisch

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Welcome to the Careerfluencer podcast, where each week we share the strategies, tools, mindset, and everything you need to build the career of your dreams. So without further ado, here we go.

Hello, everyone, I hope you're having a fabulous week! It's me again, we're back. Since this is such a key piece of the puzzle in the hiring process, and I felt there was a lot more to this than even what we were able to get into in last week's episode, I wanted to focus a bit deeper on this topic of interview questions, the interview answer key concept and what this feels like from a hiring manager's perspective sitting on the other side of the table.

So when you're doing your prep work, when you're deciding what to say in the moment, if you've never been an interviewer yourself, or even if you have I want it and want to give you this angle in a way that's clear and concrete. So you've got this down. Okay, so interviewers, hiring managers, whoever is having a conversation with you about a potential career opportunity.

Yeah, this includes in a formal interview process, or even if you were just speaking with someone online, or a coffee chat, or any situation where you're coming into it, knowing that this is happening in regards to your professional career, okay, in regards to growth and opportunities. So what's their role in this? What's happening on the other side? How do they make decisions about next steps when you're connecting with a human who could hire you, in some sense or another?

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Remember that they're a human too. And in many cases, they could be your soon to be boss or your coworker, right? If we're having this conversation in the first place, what I want you to know is that there's already to some degree, a mutual connection, that possibility in place that, hey, this could be someone we've been looking for.

That said, I remember the very first time I sat on the other side of the table as an interviewer, I was so interested to see what goes on what it was like. And it was me as well as two or three other team managers, speaking with the candidate, yeah, it was, it was a completely eye-opening experience, because here we go, we walk in, there's some questions on a piece of paper that'll be asked.

And what I noticed was that, regardless of how the candidate would answer, none of us remember the same exact words afterward. Yeah, we all got something different from what they said. But when we regroup afterward, and review candidates from the day or the week or whatnot, the people that stood out the most were the ones we felt the most connection with.

And even if the specific qualifications and skills and things on their resume was wasn't exactly a match with the job description, or was or to what degree that connection, that human to humanist aspect of it is, what stood precedent, I cannot emphasize this enough. Humans hire humans.

I think we tend to forget that at the end of the day, we're attracted to people we enjoy being around, who are bringing their best selves to the table who are a total, just no brainer. And

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almost above and beyond the nitty gritty details, we can feel that and we make decisions from that place.

Out of all the nuggets, I could share with y'all out there. Whether or not you are already a student inside the program, this is the best of the best that I felt was just crucial to understand. Because when you're focused otherwise, when your focus isn't on the human aspect and building that connection on a bigger level, regardless of what they ask you or even what you say, or what's on your resume, you'll be distracted from the real decision maker or breaker behind it all. Without a doubt. This is what's missing.

If you've been studying interview techniques, if you've done interviews and still feel like there's that something that's secret, you know, you've yet to find it's it's this and that's why we teach it from a focus of how you can create stronger connections, especially when you're in a situation with a human who could potentially hire you. Again, just like if you were on a date, right no connection there then no basis for a relationship to blossom.

Yeah, so to put this into practice in a more tangible sense, and bring it back around and what to say as an example for you, right here, of course, had to go with the number one ask question, tell me about yourself, whether they use those exact words are not. That's what we can always expect to answer. And tell me about yourself, this response reveals a lot, because it's so open ended, it sets the tone for the rest of the conversation.

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And yet sometimes, if you're not quite ready to be ready, and you're not tuned in yet, since the beginning of the conversation, you still got those maybe butterflies going about? Who knows? Then you might not even catch the value of nailing this one right out the gate. So here's what I'm thinking, if and when I'm asking this question, okay. Who is this person? Are they fully present and hear and intending to create a connection? Or is it just clear and obvious that the conversation is going to be a bit bumpy?

Can I feel that they've done the work to bring their best, ideal candidate energy self to the table, that they are speaking authentically, that they're here from a clean perspective and aren't saying what they think they're supposed to say, or reading what I've already seen on their resume or their application. Yeah, forget trying to sell themselves or convince me or anything, any of that, you know, am I speaking to a human that is fully here.

And I can feel that connection, beginning right out the gate. And oftentimes, this is done more at a subconscious level by the interviewer themselves. It's not like they're trying to make sure all of these things are covered. I'm just putting this into words, right, the thought process, as you're speaking, you know, it's all about that, again, that presence that you're bringing to the table, right?

So I want you to take a minute and think through are these things that you've considered before? What did this bring up? Or reveal or bring light to in a new way, when it comes to your approach

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to interviewing to conversations? What did you learn? And what is one thing you will decide to do with this?

Yeah, don't just don't just listen and say that's nice. Okay? Really, if you're serious, even if you want to listen a few times over again, run this through and find exactly what it's saying to you and what this means to your situation, right now. Alrighty, guys, that's a wrap for this week. Until next time, bye bye.

Hey, if you're ready for a new chapter of your career, and to take this work to the next level, I want to invite you to join the program where you'll land offers on the table one after another using our proven process so you can build your dream career as a modern professional, it's risk free and backed by our 100% guarantee head on over to careerfluencer.com/program and I'll see you inside.