

It's Your Interview Too!

If you ever want an opportunity to check out resources for your job search, I would definitely recommend www.shrm.org. This is the website for the Society of Human Resource Management. Most of the site is available for non-members and holds such a wealth of information.

I happened upon an article submitted by Martin Yate, a best-selling author and career coach. This article talked about actions to be taken if the interviewer controls the interview, i.e., “does all of the talking”. I hate to besmirch my fellow HR folks as well as many managers, but some just don't know how to interview. They dominate the conversation. They don't dig into who you are and find out your capabilities to do the job.

Mr. Yates gives some great tips on how to take control of the interview from your end.

- The interviewer will chatter on about the company and the needs. By highlighting those in your conversation will ensure that you understand their needs.
- Come prepared to provide examples of accomplishments. Keep them related to the job description and what they are looking for.
- Research the company and identify potential problems. Have possible solutions and interject as appropriate during the conversation.

Now, some interviewers may not provide you with any in-depth information about their company and the workspace. Make sure that you have job related questions. You will have the opportunity to ask about benefits, etc. at another point in the interview process.

No interview will ever go as you anticipated. You need to be flexible. This is your opportunity to really show them what you've got. Best of luck.

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