

Candidate Interview Tips

Have the edge on your competition with these interview tips.

Before the interview:

- Revise your resume- highlight skills that match the position requirements and keep it as simple as possible.
- Prepare intelligent questions you want to ask (avoid working hours and salary) and anticipate questions the interviewer might ask. Practice makes perfect!
- Allow yourself plenty of time to get to the interview. Aim to arrive five to ten minutes early.
- Dress to impress! Turn off your mobile telephone, remove sunglasses, get rid of chewing gum, food and drink.
- Be prepared. Research the company, prepare a mission statement and formulate why you want to work for that company and what value you would bring to the role.
- If you have any doubts arrange extra coaching with your consultant.

During the interview:

- Sit comfortably and don't slouch. Don't fidget, it shows you're nervous.
- Maintain eye contact. If interviewing with a group panel establish eye contact with all members and incorporate them into discussion with hand gestures.
- Use the STAR approach to answering behavioural questions- Situation/Task, Action and Result.
- Think before you speak. Listen to the question and take time to construct your answers ensuring you're to the point.
- Never say anything negative about a previous employer, be positive about your future and the benefits you can bring to the company.
- Close the interview well. Leave with a firm handshake and walk confidently, you're on show until you leave the building.

After the interview:

- Call your consultant at Resource Solutions Group immediately after the interview. The consultant will need your feedback before speaking to the Client.