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The Ageless Job Interview

Diana Errington

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What is an interview?
It *is* a conversation so.....

- Listen
- Answer the question
- If you are unsure, clarify what the question is
- Challenge and have views but do not argue or get wound up
- Value silence and know when to keep quiet

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Top Tip 1: Prepare, Prepare, Prepare

- Know what skills, experience and behaviours the role requires
- What you will say about yourself to demonstrate you have those attributes
- How you can show you understand the organisation
- Prepare the questions that you will ask

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Some urban myths ...

Older people are:

- Uncomfortable with change
- Behind the times with IT
- Have little idea about social media
- Unfit and lacking in stamina
- Slow to learn new systems and techniques
- Averse to working with or for younger people

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Top Tip 2: First impressions really matter

- Before a single question has been asked the interviewer has formed an opinion – make it FAVOURABLE
- Appearance, body language, tone, first words should be confident and positive
- Interviewer is desperate for you to be the right one - prove him/her right!!

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Top Tip 3: There are only 3 real interview questions

- Can you demonstrate that you can do the job?
- Do you really want to do the job?
- Will you fit the organisation, boss and colleagues?

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How can Resource help with interviews

- Advisor support with preparation, difficult questions and other general advice
- Tools & Techniques for Today's Job Market Webinar
- Making Your Application Stand Out Webinar
- Practise Your Interview Skills Webinar
- Mock interview with detailed feedback

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Role Play

Cast:

Gillian Gurner (interviewer)
Diana Errington (candidate)
Eric Salamon (commentator)