

## **Improving the odds at your next interview.**

When going for an interview, your chances are about 1 in 5 of getting that job. For every position vacant, about five candidates will be interviewed on average.

If you think that a 1 in 5 chance is good odds, then think about this:

You're in a plane at 6000 feet, you have to jump, there are five parachutes and four don't work. I guarantee that you'll check those parachutes out really carefully before you jump, because if yours doesn't open, it's going to ruin your whole day! Just like the "Sorry you've been unsuccessful" email. Make sure that you improve your odds.



Ultimately you are the weakest link in the interview process. If you don't plan, research, show interest and give them good reasons why it should be you, you'll probably miss out. You can have massive input into the process and the outcome. Interviews are not about them and me, win or lose, or they have all the power! They're about an exchange of relevant information and having a meaningful conversation, which makes them feel comfortable about saying "YES" to you.

It's easy for an interviewer to say "NO" to a candidate. On the other hand if they say "YES" and make the wrong choice, they are then accountable and will be judged for their decision. Subconsciously they're fearful of making the wrong choice, and therefore look for reasons to knock people out. So it's very important for you to think about their needs, expectations and wants. When you give them descriptive relevant prove it information that matches their needs and expectations, you take the uncertainty out of the decision making process and are more likely to get a positive response.

### **If it's going to BE - it's up to ME!**

Yes, it is up to you. There's a saying, "We are what we eat". I don't know about that, but I do know that we are what we think, feel and project about ourselves. In every aspect of your life, you need to display a positive attitude. You need to think and say good things about yourself, especially in your résumé or at an interview. Positive affirmation and a sense of self-worth is vital to success.

### **To succeed at interviews:**

- Be the best you can be.
- Be inspired.
- Display enthusiasm.

## We're talking ATTITUDE

Now there's no shortage of attitude out there. But what interviewers want is positive attitude. All too often I see people in interviews and at work who just don't care and are not interested. Well guess what? If you don't care, why should others be interested in dealing with you? You can't motivate others unless you're motivated yourself.

People in general don't want to stand out from the crowd. I have this fictional character called Joe Cool, who won't put their hand up and say that they're the best, number one, or answer questions in a group activity. Why? Because they don't want to stand out, or be seen as different. That's OK, but be aware...

The minute you put yourself into the interview arena, the rules change. The new rules say, "You'd better have goals, passion, vision, a desire to succeed and the ability to add value, all packaged into a credible story." It doesn't matter if it's a graduate opportunity, apprenticeship, part-time job or executive opportunity; employers expect to choose the very best people they can get on their team! Think about it, wouldn't you?

Attitude is everything, in all aspects of your life, especially interviews. If you don't perform at 100% when it counts, you won't get what you want out of life. Here's an interesting fact. Place the alpha/numerical equivalent value against the letters:

$$\begin{array}{cccccccc} \mathbf{A} & \mathbf{T} & \mathbf{T} & \mathbf{I} & \mathbf{T} & \mathbf{U} & \mathbf{D} & \mathbf{E} \\ 1+20+20+9+20+21+4+5 & = & \mathbf{100\%} \end{array}$$

**Fact** – You don't necessarily have to be the best or the brightest to get the opportunity, because it's your **Attitude**, not your **Aptitude**, that equals your **Altitude!**

With the right attitude to life, people will give you a go. Why? Because they know they can train you, help you to grow and become what you want to be.

Whether you're going for a part time job or senior management role, the interviewer is thinking about the ongoing relationship. They'd much rather choose someone who appears to be willing, eager and easy to manage. Remember, be the best you can be, be inspired, display enthusiasm and make it easier for them to say "YES" to you.

Good luck in your next interview, James E Lynch