

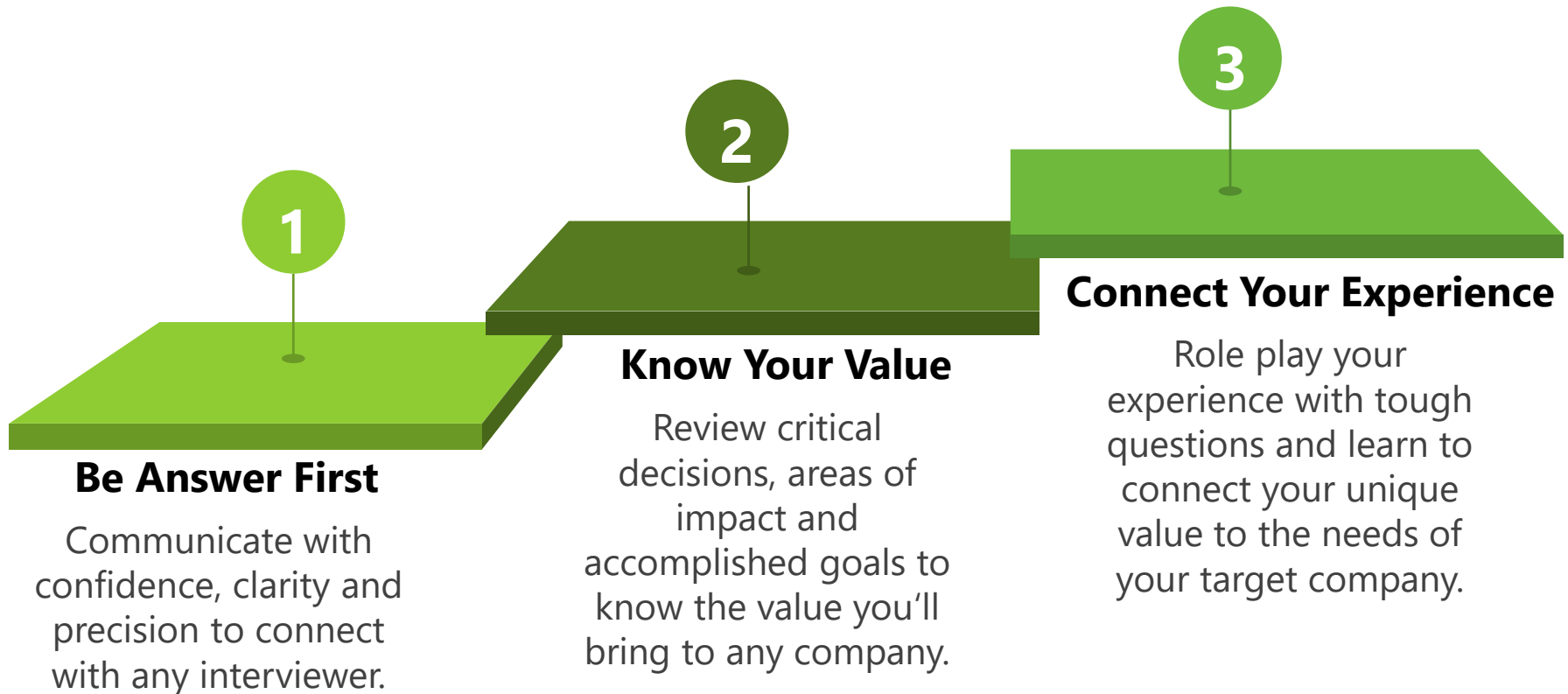
INTERVIEW
LOGIC

Make your value known.

DAVID OHRVALL

We Start with 3 Principles

To Ensure You Succeed in Any Interview



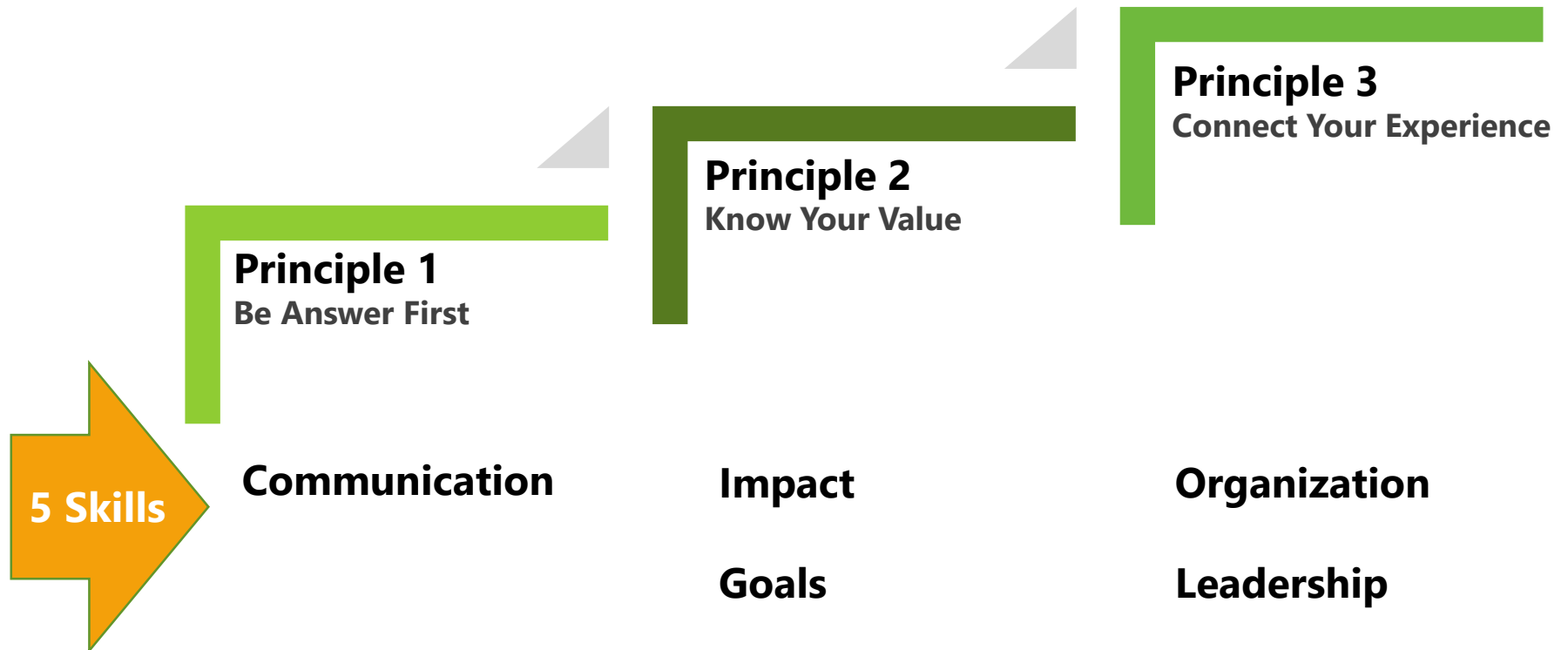
And Then Integrate 5 Skills

Every Great Candidate Needs to Show

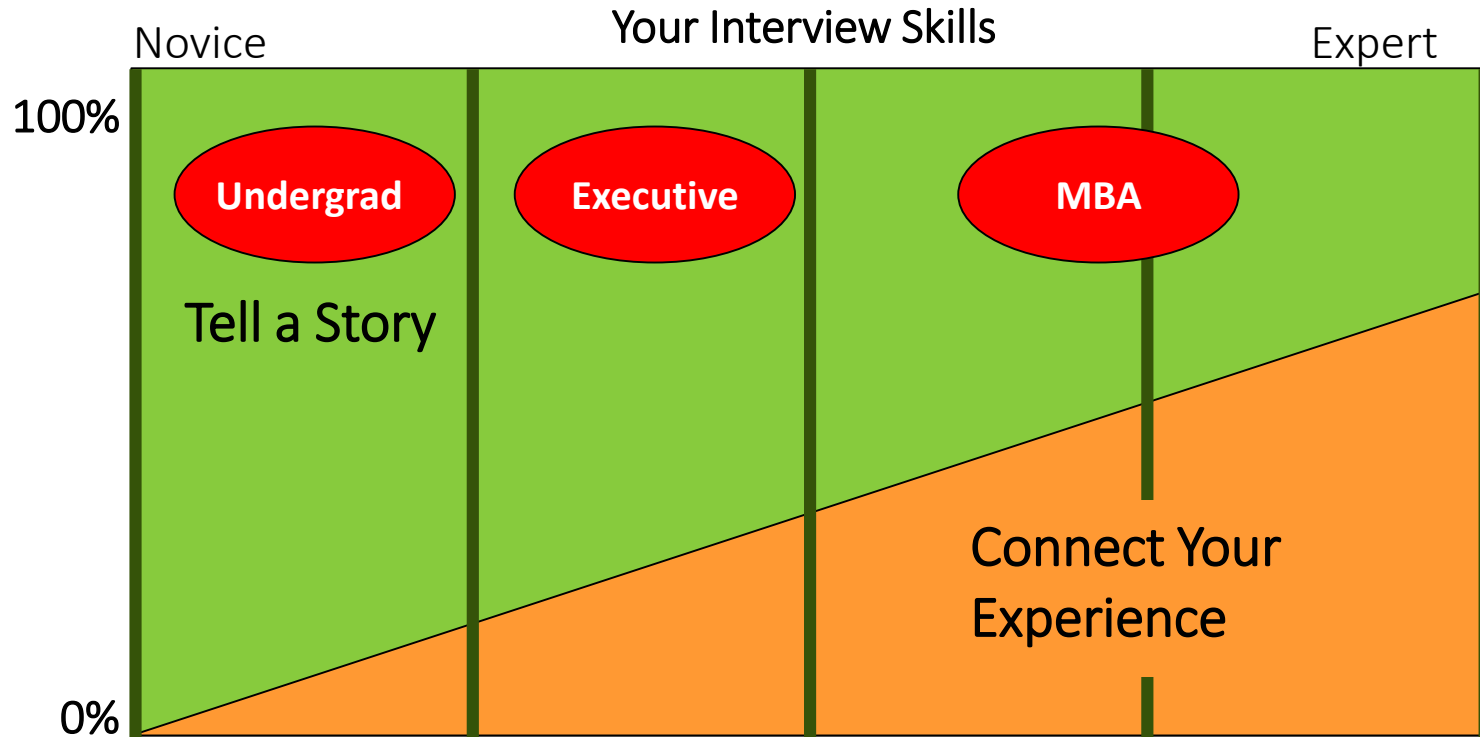


You'll Learn Progressively

That Builds Skills Progressively



Principle 3: Interviewers want you to connect to their situation



Leadership can typically be broken in 3 key categories

Trail Blazer / Thought Leader

- ▶ Think ahead of the team and lead in a new direction
- ▶ Face challenges and turn them into advantages

Tweaker

- ▶ What needed to be changed?
- ▶ What were your results?

Turn Around Master

- ▶ How did you recognize the new direction?
- ▶ How were you a catalyst?

Choose a scenario and connect your experience to the situation

New Team Lead

- ▶ You may be the new team lead for a group of 10
- ▶ Past leaders have failed
- ▶ Pick your industry
- ▶ Issues: tight deadlines, low morale, unclear priorities

6 Months, Pilot Program Leader

- ▶ You will lead a multi-regional team
- ▶ Your output is due in 6 months
- ▶ Pick your industry and product
- ▶ Issues: inexperienced team, culture & content fights

Non-Profit Leader

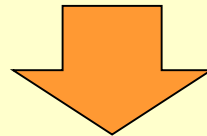
- ▶ Board is reviewing candidates to lead the organization
- ▶ They need a change agent
- ▶ Issues: political infighting, sour grapes, strategy questions

Exercise
(solo/partner)

Tell Me about Your Leadership

Pick your scenario:

- Candidate - What did you see, hear and think?
 - Connect your leadership experience to the scenario you selected.
 - What specifically will show you understand the challenge?
- Interviewer (David, during the webinar)
 - Role play a tough interviewer, down to business
 - Discuss a few points before you begin
 - During the interview, add in concerns and bring up issues not yet discussed



Prepare and then volunteers will interview with David

Add these three elements to connect your experience better.

Wisdom

- ▶ What did I learn that is applicable?
- ▶ How would I adjust my learnings for this situation?

Ask

- ▶ What question will clarify the situation?
- ▶ Is my question relevant to the discussion?

Be Specific

- ▶ How can I clarify the scenario with more details?
- ▶ What can I edit to keep the conversation moving?

Organization comes through in subtle ways

How you approach chaos

- ▶ How did you assess the situation?
- ▶ How did you prioritize?

How you bring efficiency

- ▶ You understood the issues and patterns.
- ▶ You saw a better way and put together a plan to achieve it.

How you seek results

- ▶ How do you measure success?
- ▶ Where do you seek to continually improve?

Choose a scenario and connect your experience to the situation

Chaos Fixer

- ▶ Target department is overwhelmed with work
- ▶ Pick your industry
- ▶ Issues: Old ways of working don't work anymore, frustration is high with the lack of organization; department is under scrutiny

Merger

- ▶ 2 companies or groups just merged
- ▶ Both departments are trying to understand how to work together
- ▶ Pick your industry
- ▶ Issues: No clear direction, different processes

Tracker

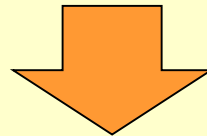
- ▶ New processes are in place but there's no tracking
- ▶ Pick the processes
- ▶ Think about the output and metrics that matter
- ▶ Issues: Past methods have failed

Exercise
(solo/partner)

Tell Me about Your Organization

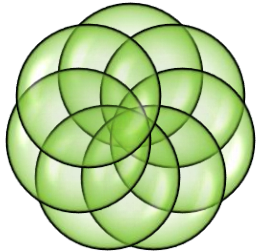
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Principle 3 Recap



- Leadership and Organization are themes that come up very often
- Interviewers want more than the story – they want application to their own situation
- Role playing makes the activity more serious and prepares you for the real interview

Interview LOGIC

Q&A