

Interview Questions: Common Four

Job interviews can be overwhelming and a bit scary, but proper preparation will help you succeed! Below are four common questions asked in most interviews. Practice these to help ace your interview!

1. Tell me about yourself “OR” “Walk me through your resume”

What the interviewer really wants to know: “What experience, skills, or knowledge do you have that are relevant to the job I am needing to fill?”

Link your answer to the job description. Identify experiences or activities that will help you demonstrate you have the quality they are looking for. Use the grid below as a guide to help you align your experiences with what the employer is seeking.

Job Description	Your Experiences, Skills, or Knowledge
1.	1.
2.	2.
3.	3.

First start with the present—where you are right now. Then, segue into the past—a little bit about the experiences you've had and the skills you gained at the previous position. Finally, finish with the future—why you are really excited for this particular opportunity? Here is an example:

“I currently work for a small business — with a staff of 30 — as a secretary. The whole team is fantastic, but I feel like I’m ready — and incredibly eager — to take on a busier office environment. Since you house 150 employees at this location alone, I think this is the perfect place for me to up my game.”

“WHY” Questions

Answering the “why” questions can be difficult. Consider using the RAC model to develop your answers.

- 2. “WHY our organization”
- 3. “WHY this job?”
- 4. “WHY this industry?”

Reason - skill or attribute you feel make you appealing to the employer

Anecdote - story or summary that illustrates why you think the employer should find your reason true

Connection - how will your reason connect with the company? How will you aid / assist / contribute?

2. “WHY our organization?” OR “Tell us what interests you about our company”

This is your chance to show off the research you’ve conducted (company website, Facebook page, company LinkedIn profile, individual LinkedIn profiles, local media sites, etc.). Use these tips to craft your answer.

- List all the reasons you want to work for this organization and pick three for your answer.
- Do your research and learn as much about the company as you can.
- What is their mission statement?
- Above all, “Why?” answers must be:
 - (1) Authentic- How do the company’s mission and values align with your personal beliefs?
 - (2) Specific -Do you know people in the organization that you can mention by name?
 - (3) Informed- How do the company’s mission and values align with your personal beliefs?



Consider this example answer:

There are three reasons I want to work for ABC company. First, the chance to experience all facets of the marketing industry (REASON). I spoke with a Kent State alumnus who is employed by ABC Corp and they shared the rotation they experienced with different departments and the variety of projects they were engaged in (ANECDOTE). It is important to me to experience different types of marketing roles so I can continue to grow as a professional while contributing to the success of the ABC company (CONNECTION)

3. “WHY this job?” or “What qualified you for this position?”

This question is similar to the “WHY this company?” but you should focus on the position and the skills the company is seeking. What are the main objectives of the role and why does this appeal to you?

- Research the role extensively. Be confident in your knowledge of the role.
- Make a list of the reason you want this job and choose three.
- How can you connect your experience, personal beliefs, and values with this role?
- Be: Authentic, Specific, and Informed

An example answer could be:

“I think three reasons stand out about this position. The first REASON is the role’s emphasis on sales. I noticed the job description described how one of the key responsibilities of the Sales Associate role was to identify trends to Darlington product sales and identify opportunities for growth. I am very comfortable identifying product sale trends through use of data and using that information to make decisions (ANECDOTE). My ability to read data will help me identify developing trends faster and enable ABC Company to communicate with the consumer with informed marketing decisions. (CONNECTION)” The second reason is.....

4. “Why this Industry?”

The interviewer may ask a variation of this related to why you chose to major in your field. Simply put, the interviewers and company want to hire someone who they think will commit to their career, do great work, and possess motivation and passion. They also want someone who will fit in with the company culture. Focus on what draws you to this field – be specific but concise.

Know the industry well before the interview. You should understand what makes the industry attractive as a place to work and reflect that in your answer. This is a due diligence question to measure whether you have done your employer and industry research in advance.

- Make a list of the reasons you want to work in this industry and choose three.
- How can you connect your experience, personal beliefs, and values with this role?
- Be: Authentic, Specific, and Informed

Some examples:

“Working in sales interests me because I’m passionate about providing superior customer service, and I have excellent interpersonal skills. In previous roles, I have a considerable amount of experience working with people to solve many different problems”

“I can see that the product you offer makes a real difference in an athlete’s life. I believe it’s clear that athletes feel more comfortable out on the field when using your products. It’s important to me to sell products that I not only believe in but would recommend to a friend or family member.”



Reference: Dalton, Steve (2021) *The Job Closer*. Ten Speed Press