

INTERVIEW PRACTICE

SENIOR & EXECUTIVE INTERVIEW PREPARATION

For many executive and senior job seekers being the "candidate" in the interview process can be a new experience. Preparing in advance leads to confidence, a decrease in nerves and a better interview performance.

Congratulations, you've landed a job interview! It's time to brush up on your skills when it comes to answering the technical and not so technical interview questions. In this article we have collated a list of questions that you might get asked in your interview.

At interview a recruiter or Hiring Manager may ask you questions during an interview to find out two things: do you have the experience and/or capabilities to do the role, and will you fit in with the team?

The best way to prepare is to anticipate some of the questions that might be asked during the interview, and practice ways in which you can answer them. Some questions will be based around what your strengths or weaknesses are, but others can be trickier to answer.



Below are examples of some of the common interview questions you may be asked when interviewing for Senior, Manager and Executive roles.

Opening

- What role in your career is most aligned to this one? What are some of the transferrable skills and key experiences that you would be able to leverage off?
- What might be some of your skill gaps or opportunities for development in this role?

Behavioural

- Tell me about a time you have had to bring others around to your way of thinking?
- Tell me about a time you successfully lead a team through significant change. What is your leadership style?
- Using an example, describe how you go about increasing staff engagement?

Technical

- Which current trends in the industry do you think may have an affect on this role at our organisation?
- Can you share an example of a recent complex work challenge and how you navigated that?
- What is the most challenging/exciting project you have delivered or led in most recent times?
- What key commercial strategies have you led in your current role?

Closing

- How would your colleagues/stakeholders describe you?
- What does success look like for you in this role?
- What does your 30/60/90 day plan look like in this role?

The best way to answer these questions is to use the CAR technique. Turn the page to learn more about the CAR technique and how you can apply it in your next job interview.

How to use the CAR technique to answer behavioural interview questions (and other questions)

A quick Google search will show you that the CAR technique (or method) is a very popular way for candidates to approach answering behavioural based questions. The CAR technique:

C stands for Context or Challenge

Describe a situation from your past that is going to give a relevant answer to the question asked. Make sure it is an example that you can describe in detail and is also going to answer the question you have been asked.

A stands for Action

What did you actually do in response to the challenge? Make sure you identify your personal involvement. If it was a team based action, highlight what your individual role was. Be prepared to go into detail as this will add weight to your answer.

R stand for Results

As you can choose your answer make sure you use an example where the result is impressive, and be sure to draw a link between the actions that you personally took and the result.

Good luck!

