



# TYGES®

Connectivity Business Unit  
Executive and Professional Search Firm

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LATEST NEWS FROM TYGES INTERNATIONAL -  
CONNECTIVITY BUSINESS UNIT

### 5 Keys To Successful Interview Prep

By: Jonathan Bogush- Director of Connectivity

The process of recruiting top-tier talent for my clients is, in many ways, an arduous and challenging task. Not only do I and my team have to scour a variety of professional landscapes to find professionals that actually fit the jobs we are trying to fill, but we also have to build a fair amount of trust between us and the individuals we recruit in order to learn about who they are and how pursuing our client's job will actually improve their condition personally and professionally. Once we build that trust, we then have to focus on preparing the individual so that they fully grasp the ins and outs of job in front of them so they can perform well in an interview and have a chance to get a job offer.

You'd be surprised how many placements are lost each year by arranging interviews for candidates who are ill-prepared, poorly dressed, or lacking in the basic interviewing skills required to compete in a tight employment market. Looking at the multitude of daily recruiting activities on my desk - marketing my services, networking for new referrals, and sourcing, vetting, and matching individuals to our clients' jobs - I sometimes forget that it's the successful interview that ultimately pays the rent. All too often, candidate preparation gets put on the back burner.

I've found that I can increase my sendout-to-placement ratio by making certain the individuals I present to my clients are well prepared prior to their interviews. To do so means taking the necessary time to help them understand the fundamentals of a successful interview.

From my experience, the success of an interview ultimately depends on someone's ability to discover the needs of and then empathize with the interviewer. By establishing empathy between you and the interviewer, you'll be in a better position to freely exchange ideas and demonstrate your fit to the job. In addition to establishing empathy, here are a few other fundamentals to a successful interview

### Connectivity Team

Jonathan Bogush  
**Director of Connectivity**  
Direct Line: (757) 208-7231  
Email: [jonathan.bogush@tyges.com](mailto:jonathan.bogush@tyges.com)  
LinkedIn: [www.linkedin.com/in/jonathanbogush](http://www.linkedin.com/in/jonathanbogush)

Dallas Ventre  
**Executive Recruiter**  
Direct Line: (757) 603-4243  
Email: [dallas.ventre@tyges.com](mailto:dallas.ventre@tyges.com)

JT McNeal  
**Executive Recruiter**  
Direct Line: (757) 603-4003  
Email: [jt.mcneal@tyges.com](mailto:jt.mcneal@tyges.com)

Pamela Webster  
**Executive Recruiter**  
Direct Line: (757) 603-4025  
Email: [pamela.webster@tyges.com](mailto:pamela.webster@tyges.com)

Victoria Terrill  
**Executive Recruiter**  
Direct Line: (757)-208-7232  
Email: [victoria.terrill@tyges.com](mailto:victoria.terrill@tyges.com)

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that will influence the way your personality is perceived which will affect the degree of rapport, or personal chemistry you'll share with the employer:

\* **Be Enthusiastic.** Leave no doubt as to your level of interest in the job. You may think it's unnecessary to do this, but employers often choose the more enthusiastic candidate in the case of a two-way tie. Besides, it's best to keep your options open -- wouldn't you rather be in a position to turn down an offer, than have a prospective job evaporate from your grasp by giving a lethargic interview?

\* **Exhibiting Technical Interest.** Employers look for people who love what they do; people who get excited by the prospect of tearing into the nitty-gritty of the job.

\* **Be Confident.** No one likes a braggart, but the candidate who's sure of his or her abilities will almost certainly be more favorably received.

\* **Intensity.** The last thing you want to do is come across as "flat" in your interview. There's nothing inherently wrong with being a laid-back person, but sleepwalkers rarely get hired.

\* **Using the "Short-Version".** Obviously there are two way to answer a question: the short version and the long version. When facing an open-ended question I suggest saying , "Let me give you the short version and if we need to explore any aspect of my answer more fully, I'd be happy to go into greater detail." Using this approach allows you to tailor your answer to what the interviewer needs to know without a lot of extraneous explanation.

Overall, I can not stress enough the importance of interview preparation. As a recruiter, I am always sure to touch upon the 5 fundamentals above to make sure the individuals I put in front of my clients are able to fully realize their interest in the job as well as connect and empathize with the interviewer.

If you are a Hiring Manager or a professional in the TYGES talent network, feel free to reach out for a brief discussion on successful interviewing and any tricks of the trade that you think I should include in my interview preparation.

## ACTIVE JOB OPENINGS:

- Senior Sales Engineer with mil/defense or harsh environment interconnect technology technical sales background who are able to relocate to the Southeastern RI area - Looking for a someone to lead direct technical sales of harsh-environment, mil-spec interconnect solutions to end-users in the military/defense/aerospace/marine verticals.
- Senior level Product Managers with high-speed cable, assembly, and connector backgrounds who are able to relocate to the Southeast or Northeast US - Looking for someone to lead the product development and product marketing/business development programs for two top-flight manufacturers of high- speed cable, assembly, and connector products for the data center, telecommunications, and consumer electronics industries.

- Manufacturing Technology Engineering Manager willing to relocate to the greater Louisville, KY area - Looking for someone with a strong connector tooling and fixture design background, knowledge of designing automated assembly equipment, and serving as a global project engineer.

**Please note:** I want to direct you to a blog that our firm started the first of 2014 - [www.reinventingrecruiting.com](http://www.reinventingrecruiting.com). It deals with a multitude of topics and I encourage you to follow it and make comments or ask questions. All are welcome. To sign up / follow the blog, go to the blog website, [www.reinventingrecruiting.com](http://www.reinventingrecruiting.com), and look to the lower right hand corner where you will see a tab "follow" - click on it and sign up. I hope you find the blog helpful and insightful and please give us feedback on topics you'd like our experts to discuss.

Should you be interested in learning more about any of our current job openings or Impact Players, please contact us at [connectivity@tyges.com](mailto:connectivity@tyges.com). We look forward to working with you in the future.

Good luck in your current ventures and you'll be hearing from us next month!

TYGES International  
5400 Discovery Park Blvd., Suite 201  
Williamsburg, VA 23188  
855-TYGES77

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