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Industrial Business Unit
Executive and Professional Search Firm

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LATEST NEWS FROM TYGES INTERNATIONAL - INDUSTRIAL BUSINESS UNIT

Three Basic Questions

By: Steve Sanders - VP/GM of Industrial Practice

Let's talk about interviewing and networking in the context of a job seeker. One thing I have noticed is that some individuals I present to my clients are inexperienced at interviewing. In some aspects, this is a good thing because it means that I am bringing talent to my clients that has not actively been interviewing with many companies. The downside of this is that many individuals I work with need to be trained on the subject of interview preparation. Given that the interview is the vehicle by which an individual will ultimately get a job offer, it is pretty important that the job seeker spend time prepping for this important event.

In my experience, there are three basic questions that will get asked in one way or another in every interview. They are:

1.) **Tell me about yourself.** I counsel those I work with to prepare a 1 ½ to 2 minute response to this question. If you find yourself speaking longer than this you are making a mistake (i.e. rambling). Stick to your professional background and make sure to touch on those aspects of your experience and job history that make you a fit for the role you are interviewing for. Write this out on paper, speak it aloud in front of a mirror, and look yourself in the eye when you say it. Time your response and trim it back to no more than the 2 minute limit. If you do these things, you will always have a ready answer to any question of this type.

2.) **Why are you looking?** If you are in job transition, it could come in the form of "Why did you leave your last employer." Think about why you are looking. If you are looking to pursue a new challenge, advancement or stability, then those are acceptable responses to the question. If you are looking to get more money or to get away from the people at your current role, then you need to think long and hard about your response. No potential employer wants someone who is leaving a job for more money or because they don't get along with their current manager. It is too much of a red flag.

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3.) **What do you know about our company?** It is critically important that you learn everything you can about the prospective employer before the interview. What is their current situation? Future? What plans/strategies do they have? What's the culture like? Check out annual reports, websites, articles, etc. Any insight you can gain here will pay big dividends in an interview.

If a job seeker comes to the interview with at least these three questions answered and rehearsed beforehand it greatly improves that individual's interview performance.

ACTIVE JOB OPENINGS:

- Sales / Applications Engineer - Western NY
- Control Systems Engineer - Western NY
- Manufacturing Engineer - Central PA
- Quality Manager - Columbus, OH
- Power Gen Business Development Manager - East Coast

Please note: As of July 1st, our monthly newsletter will be transitioned to the TYGES blog found at www.reinventingrecruiting.com. Please check the blog out and follow us to receive some great content and give you the ability to actively interact with discussions.

Should you be interested in learning more about any of our current job openings or Impact Players, please contact us at caroline.mutch@tyges.com. We look forward to working with you in the future.

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