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Industrial Business Unit Executive and Professional Search Firm

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LATEST NEWS FROM TYGES INTERNATIONAL - INDUSTRIAL BUSINESS UNIT

Behavioral Interviewing

By: Steve Sanders- VP/GM of Industrial Practice

If there are two words in the English language that strike fear in the heart of a Job Seeker more than "Behavioral Interview" then I am not aware of them. I prep people for interviews daily and just the mention of this type of interview creates a palpable sense of fear that I can feel over the phone. It is surprising because of all the things I would want to talk about as a potential employee actual situations where I made a tangible impact are at the top of my list. In this month's section I thought it would be helpful to provide some quick pointers for those who are preparing for the dreaded Behavioral Interview.

Essentially, a Behavioral Interview entails asking questions and seeking responses that are illustrative of the interviewee's past behaviors. Ideally, an interviewee will answer these question in a specific format defined as the "STAR" format.

- Situation - What was the challenge you were facing?
- Task - What did you need to accomplish to overcome the challenge?
- Action - What course of action did you follow?
- Result - What happened as a result?

It makes sense that the interviewer will be looking at your resume during the interview so I would encourage you to begin your prep work here. As part of your prep work consider each title/position listed on your resume and provide a written answer to these two questions.

- 1.) Make a short list of your most relevant accomplishments or achievements while working in this position. What did you Make, Save or Improve during your time here?
- 2.) For each accomplishment/achievement you identified in #1, provide a brief explanation of the strategy you employed and the implementation process you used to get to the end result.

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Now organize these into bullet points that you can refer to on an interview cheat sheet during your call or meeting. The cheat sheet should follow along with your resume in terms of timeline by title and position. As you prepare for the interview review these bullets and be ready to share them with the interviewer as they come up in the discussion.

That's it really. I see no reason to be fearful if you have a good plan to address the questions in the way the interviewer prefers to ask them then you should be in a position to give a good accounting of your past behaviors.

If you need other ideas about how to prepare for various interviews then check out our online [Candidate Reference Guide](#).

ACTIVE JOB OPENINGS:

- Business Development Manager - Northeast & Mid-South - the focus is on being the point person for sales of process equipment used in food/beverage applications. Home office based with a strong preference toward NY/PA & TX.
 - Regional Sales - East Coast & West Coast -- emphasis on selling service & parts for highly engineered rotating equipment used in food/beverage applications. Home office based with a strong preference towards NY/PA & CA.
 - Sourcing Manager - Southeast US - emphasis is on leading a corporate initiative for strategic sourcing that covers multiple manufacturing facilities throughout the US.
 - Machine Shop Supervisor - Southeast/Coastal - emphasis is on leading the daily manufacturing efforts of a team that is tasked with CNC Machining using Horizontal Machining Centers in a high volume manufacturing setting.
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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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