PDF 1 - The Interview Challenge.



JOB INTERVIEWS

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1. What Makes a Strong Candidate?

Imagine you are recruiting a new project manager. Rank these qualities from most important to least important:

- [___] Relevant qualifications
- [___] Practical experience
- [___] Communication skills
- [___] Problem-solving ability
- [___] Confidence
- [___] Adaptability
- [___] Reliability
- [___] Creativity

Compare your rankings. Which qualities are difficult to measure during a short interview? Can someone be an excellent candidate but perform badly in an interview?

2. The Difficult Questions	3. The Unexpected Question
Discuss how you would answer these interview questions. Avoid giving answers that sound memorised. • Tell us about a time you made a serious mistake. • What is your greatest professional weakness? • Why should we choose you over other candidates? • Describe a situation in which you disagreed with a manager. • What would you do if you were given a task you had never done before? • Where do you see yourself in five years? Choose two questions and develop convincing answers using specific examples.	An interviewer asks each candidate one unusual question. Discuss what the question might reveal and how you would respond. • If you could change one thing about your previous workplace, what would it be? • What would your colleagues say is your most frustrating habit? • If you had to teach us one skill in five minutes, what would you choose? • What is a popular workplace practice you disagree with? • Would you rather work with a brilliant but difficult colleague or an average but reliable one?

4. Mock Interview Panel

Work in groups of three: interviewer, candidate and observer.
The candidate applies for one of these positions:

- Marketing manager at an international company
- Hotel manager in a busy tourist destination
- Team leader at a technology company

The interviewer asks three standard questions and two challenging questions. The observer gives feedback on clarity, confidence, examples and the candidate's ability to respond naturally.
Change roles.

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