

# WHAT'S NEXT

## Transition to Civilian Life

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## Tackle the Interview and Win the Job!

Reflecting upon a hard-fought Super Bowl, we are reminded that in order to perform well in any game, you need to master both tactics and strategy. You must analyze your opponent and devise plays that will generate results. You must know when to run, pass, score and ...even when to not score.

The same is true of interviewing. Preparing for an interview is akin to preparing for the big game. Because it IS a big game! You must be aware of what your interviewer is expecting. What questions will you face? How can you best answer them? Do you duck, dodge, carry or spin? You must have a clear understanding of the value you can bring to the team in the role you are applying for and the skills you possess. Just as no football player would show up at a tryout and claim to be able to play every position well, you should not go into an interview with a one-size-fits-all attitude.

### Weighing in with an HR Professional

We were lucky enough to speak with **Shaylae Dupris**, an HR Professional who loves putting together great teams, and she had some wonderful advice on how to make sure you land the perfect job for you.



Shaylae has sat on both sides of the table, both as the interviewer and as the interviewee. She knows all too well how the interview process can cause both stress and anxiety for both the candidate and employer. She's had the honor to sit across from, interview and speak with some of the best top talent and candidates this world has to offer. Although some organizations do put "profits over human capital," they need qualified people to do the work. When looking at the final score, it's the people who produce the profits. You are valuable!

### Veterans are among the most qualified candidates - but here's the catch!

The reality is that most candidates, veterans included, do not know how to clearly and succinctly describe how their experience, background and skills translate into "added value" to the organization where they are applying. Shaylae notes, "Veterans are among the most qualified candidates that have ever come across my path as a HR professional. Nevertheless, the interview process can be intimidating at times and Human Resources practitioners are not trained or equipped enough to effectively interview candidates, let alone veteran candidates."

Shaylae offers some insider tips to ensure a soaring success before, during and after the interview process.

#### 1. Confidence is key! Believe in yourself.

An integral factor in making a good impression in an interview is to remind yourself that whatever job you are applying for, you have specific abilities and credentials that other applicants don't have. Repeat to yourself "Veterans are the most qualified candidates. I am a Veteran. I am a qualified candidate!" This mindset puts you in a better place to bargain for a higher salary. Make sure to stress your talents, such as teamwork, collaboration, leadership, critical thinking, and the capability to plan strategically under intense pressure, as things that make you stand out from the other job-seekers.

#### 2. No one knows it all. Don't pretend to!

It is essential to be wary of exhibiting the imposter syndrome/personality while presenting yourself to employers. Posing as an expert in all areas or a perfectionist will weaken your message and personal brand. Shaylae recalls that during interviews, she would often describe herself as a "jack of all trades", meaning "I am capable of taking on a variety of tasks and carrying them out from start to finish."

This kind of presentation can actually obstruct any attempts to acquire a good job. A Human Resources professional interviewing candidates isn't seeking the perfect individual or someone who knows it all.

They want a highly competent candidate who could add the most value to the post and someone who was confident and at ease to admit errors and how they got over them. If you were interviewing to be the star quarterback, you don't need to tout your exceptional skills as a linebacker or a mascot!

#### 3. There are different types of interviews in the process.

Know what they are. Shaylae strongly recommends you become aware of the various kinds of interviews employers use. Her go-to interview for an interviewee is the behavioral interview. This style of questioning focuses on a candidate's past experiences to evaluate how they have managed distinct scenarios and applied abilities applicable to the position.

The best way for an individual to pass a behavioral interview is by using the STAR method. Here, STAR stands for situation, task, action, and result. The STAR technique is a systematic way to answer a behavioral based interview question by discussing the precise situation, task, action, and result of the situation you are describing. As an experienced candidate, this is the most ideal opportunity to provide clear and organized responses concerning your qualifications and skills.



As you are reaching across the end zone, deploying the tips that we share, please reach out to share your Lombardi moments!

We want to hear from you. Reach out to Eve at [eve@bandofhands.com](mailto:eve@bandofhands.com)

Need help with your transition? Have questions?

**Link up with Eve on Linked In today.**

[www.linkedin.com/in/eve-nasby-given-hiring-expert](http://www.linkedin.com/in/eve-nasby-given-hiring-expert)



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