



THE ONLY INTERVIEWING TIP YOU'LL EVER NEED!

I've been interviewing people for the last 10 years. Whether it be for a telemarketing job, radio station internship, electrical engineering job, or teen center volunteer, the process is the same. It took me some time to figure out the best and fastest way to see if the person I'm talking to is the right person for what I am looking for, but when I did, I knew it was something I would use for the rest of my interviewing career!

I've made a huge discovery in the world of interviewing and this will change the way you interview, too!

This discovery can be used in interviewing for a job, going on a blind date, interviewing someone on a talk show, or to use as an ice breaker at a party...the possibilities are endless.

Let me back up.

About 5 years ago, I was hiring event staff for the radio station I worked for. I was looking for creative standouts who weren't afraid to talk to strangers and have fun with the promotions. I wanted my interviews to reflect this, so I came up with the big key point that I still use to this day.

HERE IT IS:

When scheduling the interview, ask the candidate to bring in something that represents him/herself. And then shut up. Leave it completely open ended. Most of the time, you'll get silence, or you'll get a "can you clarify what you mean by that??" This usually comes from the conventional people who were never asked to be creative - and now they're freaking out. My answer to that question is: "It's whatever it means to you". And then I shut up again. Don't give them anything to work from, and see what they come up with.

It is BEYOND fascinating to see what people bring in. I've had some awkward moments with a few people bringing in their guitar and singing to me in the conference room (picture being serenaded by a stranger in a suit)...

Here are a few others I've had:

An entire pizza (food represents life)

- An "In Touch" magazine (she was aware of what was going on in the world)
- A lucky penny from a grandparent (symbolized the importance of remembering the past to prepare for the future)

And then I got the people who forgot....

- Car keys (gets them where they need to go)
- Their favorite CD (music inspires them)
(good try...)

The people who brought nothing were dismissed and no interview took place. No second chances. This was a clear indicator that they either couldn't follow directions, the interview wasn't important enough to put thought into it, or they were not willing to be creative.

If you are in a position where you need to know a lot about someone in a short amount of time, I highly recommend this approach.

Tip: This can also work if you are going in for an interview and want to stand out! Even if your interviewer didn't ask you to bring something in, what if you did anyway? Talk about going the extra mile to stand out!