ES723: CAREER MANAGEMENT

Class 6: Keys to Interview Success

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HELLO!

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AGENDA

1

Recap of ES723

2

Competencies Research

3

Introduction to Interviewing

4

STAR Method

5

Executive Presence

6

Assign Week 6

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ES723: Career Management

| Career Exploration | Professional Networking | Resume & Cover Letter | LinkedIn & Handshake | Internship & Job Search | Interviewing & Executive Presence |

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ES723: Looking Ahead

Career Management Workshops will be offered throughout the Fall. Think of all the topics we haven't covered yet!

Drop-in Career Coaching will be offered Monday through Friday. Utilize this resource for quick questions to avoid email wait times.

Primary Career Coach assignments will be finalized and shared with you following the MBA Launch program.
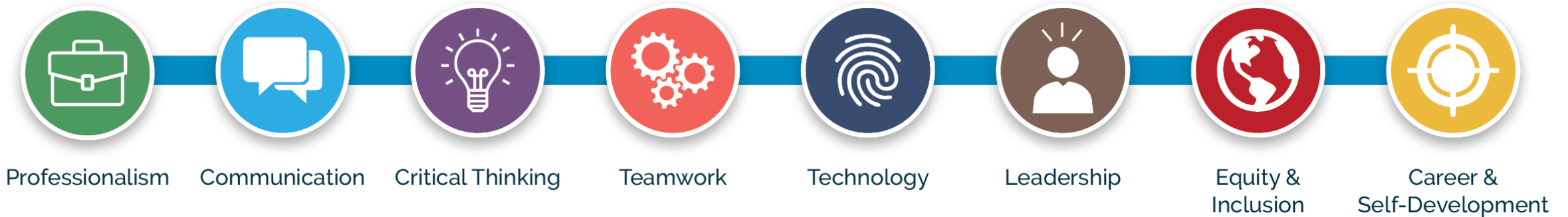
Scheduled appointments with Career Coaches will be available following the MBA Launch Program. Prioritize Launch!

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COMPETENCIES RESEARCH

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NACE CAREER READINESS COMPETENCIES

Professionalism Communication Critical Thinking Teamwork Technology Leadership Equity & Inclusion Career & Self-Development

Reference 1: https://careerservices.wayne.edu/readiness/competencies
Reference 2: https://www.naceweb.org/career-readiness/competencies/career-readiness-defined/

2023 GMAC CORPORATE RECRUITER SURVEY

Communications Skills in Demand

According to employers who said communication is an important skill for GME grads

Cross-Cultural Competence
81%

Multilingualism
77%

Active Listening
75%

Tech Skills in Demand

According to employers who view technology, software, and programming as important for GME grads

Web3, Blockchain, & VR
80%

Cloud-Based Technology
75%

AI & Machine Learning
74%

Reference 1: https://careerservices.wayne.edu/readiness/competencies
Reference 2: https://www.naceweb.org/career-readiness/competencies/career-readiness-defined/

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INTERVIEWS: FORMATS & TYPES

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MODALITIES

- Assessments and Tests
- Pre-recorded Interview
- Phone Interview
- Video Interview
- In-Person Interview
- Virtual Reality (VR) Interview

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TYPES

- Behavioral Interview

- Situational Interview

- Technical Interview

- Case Interview

- Screening Interview

- Competency-based Interview

- Cultural Fit Interview

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FORMATS

- One-on-One Interview

- Panel Interview

- Serial Interview

- Sequential Interview

- Group Interview

- Stress Interview

INTRODUCTORY QUESTIONS & BEHAVIORAL INTERVIEWS

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Small Talk

Initiating small talk at the start of an interview helps establish rapport, ease both parties into the conversation, and create a positive initial impression. It requires active listening for a genuine, free-flowing conversation.

Introductory Questions

Introductory question provide the interview with an overview of your background, motivations, and how your MBA journey aligns with your career aspirations.

Tell me about yourself.

Can you walk me through your resume?

What motivated you to pursue an MBA?

How has your MBA prepared you for this role?

What are your short- and long-term career goals?

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The Three Whys

After assessing learning more about your education, experience, and aspirations, most employers will be interested in learning more about your motivations.

Why are your interested in our company?

Why are you interested in this position or team?

Why are you the right person for this company and role?

Strengths and Weaknesses

Delving into your strengths and weaknesses is a pivotal opportunity to strategically showcase your qualifications while demonstrating self-awareness and growth potential. Remember, authenticity is key.

Considerations for Weaknesses
Be truthful, but place focus on non-essential skills.
Showcase your growth mindset by sharing what you are doing to address this short-coming.
Frame your weakness as an opportunity to learn and grow by using language such as "area of development".

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Behavioral Interviews

This is a structured interview technique where candidates are asked to provide real-life examples from their past experiences to demonstrate their skills, competencies, and decision-making abilities. This helps interviewers consider how your may navigate a similar situation in the future.

Tell me about a time you lead a team through a challenging project. Can you tell me about a time you experienced a significant setback?

Tell me about a time you had to influence or persuade a person or team to buy into your idea or recommendation.

Describe an instance in which you had to manage conflicting priorities or tight deadlines at work.

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STAR, BAR, CAR, OR PAR: Choose a Framework

S **T** **A** **R**

Situation
Fill in details of the specific event

Task
Explain your responsibility in that situation

Action
Describe how you accomplished the task

Result
State the impact of your actions

INDUSTRY KNOWLEDGE & FUNCTIONAL COMPETENCIES

TECHNICAL INTERVIEWS

Technical interviews can vary widely depending on the industry and role, but they often include tasks and questions that evaluate your hands-on skills and your ability to apply theoretical knowledge to practical scenarios.

- Coding Challenges, *from writing algorithms to manipulating coding data structures!*
- Financial Modeling and Valuation, *from explaining concepts to calculations and analysis!*
- Case Studies, *from walking through the full product lifecycle to specific product scenarios!*

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CASE INTERVIEWS

Case interviews assess a candidate's problem-solving skills, analytical thinking, and ability to approach complex business challenges. They are no longer only used by consulting firms.

- Brainteasers
- Market Sizing
- Profitability
- Cost Reduction
- Operations Improvement
- M&A

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EXECUTIVE PRESENCE

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WHAT IS EXECUTIVE PRESENCE?

Executive presence is the combination of confidence, gravitas, and influential communication that enables individuals to command attention, project credibility, and inspire others in professional settings.

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The Three Domains of Executive Presence

Gravitas

- Confident
- Commanding
- Charismatic

Authority

- Knowledgeable
- Decisive
- Influential

Expression

- Clear
- Vocal
- Insightful

Adapted from Executive Presence: Step Into Your Power, Convey Confidence, & Lead With Conviction

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Assess and Practice

Gravitas

- Do you initiate appropriate and professional small talk to start your interviews? AND
- Do you provide an introduction that is engaging, interesting, and enthusiastic?
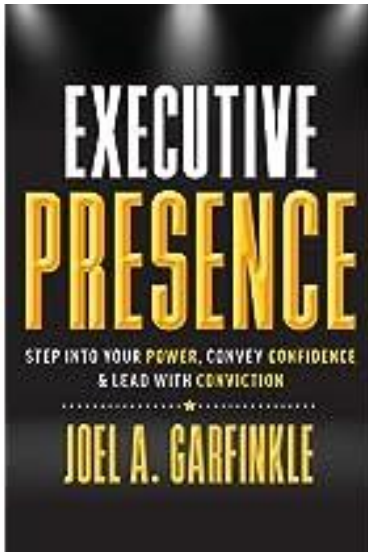
Authority

- Do you have strong examples of decisiveness and leadership in your responses? OR
- Do you falter or seem uncomfortable when describing your leadership and impact?
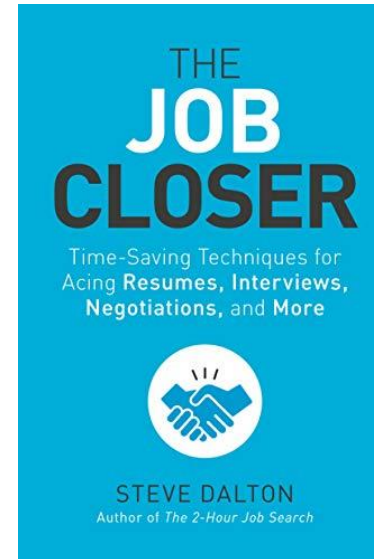
Expression

- Do you deliver interview responses clearly, succinctly, and eloquently? OR
- Do you interview response lack appropriate volume, tone, and focus?

ADDITIONAL READING

Executive Presence: Step Into Your Power, Convey Confidence, & Lead With Conviction
Joel A. Garfinkle

The Job Closer: Time-Saving Techniques for Acing Resumes, Interviews, Negotiations, and More
Steve Dalton

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Discussions and Deliverables

- Discussion Post

  Executive Presence in a Globalized Business Environment

- Deliverable

  Interview Responses for 8/23 Career Day with Industry Professionals

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LAUNCH Career Day
August 23, 2023

- Management Consulted Case Interview Preparation

- Executive Presence Lunch and Learn

- Mock Interviews with Industry Professionals

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KEY CAMPUS EVENTS

- September 8: MBA Career Fair

- September 13: Case Interview Preparation with Marc Cosentino

- September 19: Real Estate Lunch & Learn

- Multiple Dates: Employer Meet & Greets

- Multiple Dates: Employer Spotlights

Visit Handshake or Click Here for the Feld Calendar

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**Questions?
Connect with me!**

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