

The ABCs of Successful Interviewing

A decorative graphic spanning the width of the slide. It features a blue line graph with circular markers, some of which are highlighted with a white border. The graph is set against a background of green and yellow area fills. The entire graphic is positioned below the main title and above the speaker's name.

Katina Deichsel

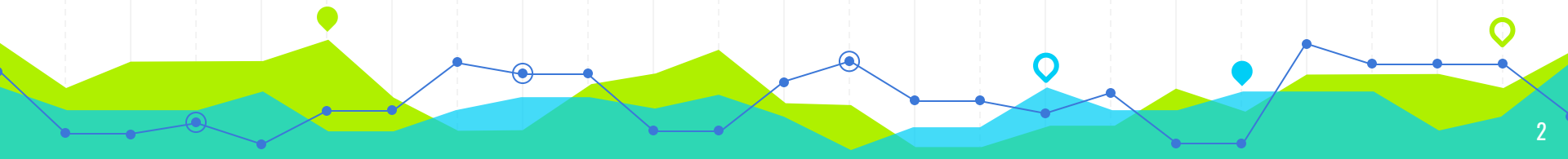
August 25, 2021

TESL Ontario Webinar

HELLO!

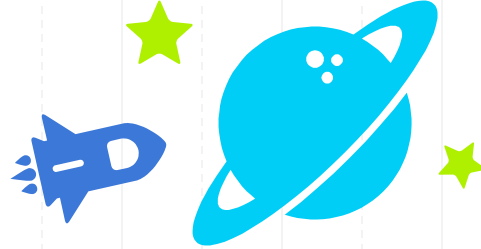
I'm Katina Deichsel, M.Ed, M.A., OCELT

- ★ Trained 30+ cohorts in behavioural interviewing
- ★ Designed 1000+ hrs of curriculum focused on preparing clients for interviews in a variety of mediums.
- ★ Coached 5 clients to successfully secure employment in middle and senior management roles in Feb-Apr 2021



“

Interviewing is a lot like talking,
but **YOU** have to guide the
conversation. You have to know
what you want and know how to
go about getting it.



Poll Time!

Answer the polls on screen as they appear.



SO TELL US A LITTLE

"WHERE
YOURSELF



"I WOULD SAY
WEAKNESS IS LISTENING."

imgflip.com

"So, why do you want to work for our
company?"

Me:



boredpanda.com

SAY/ARE YOUR
NIGHTS?

yourself



I was born at a very young age



Agenda:

1. Interviewing basics
2. Content - what to say
3. Preparing to interview
4. Summary
5. Q & A



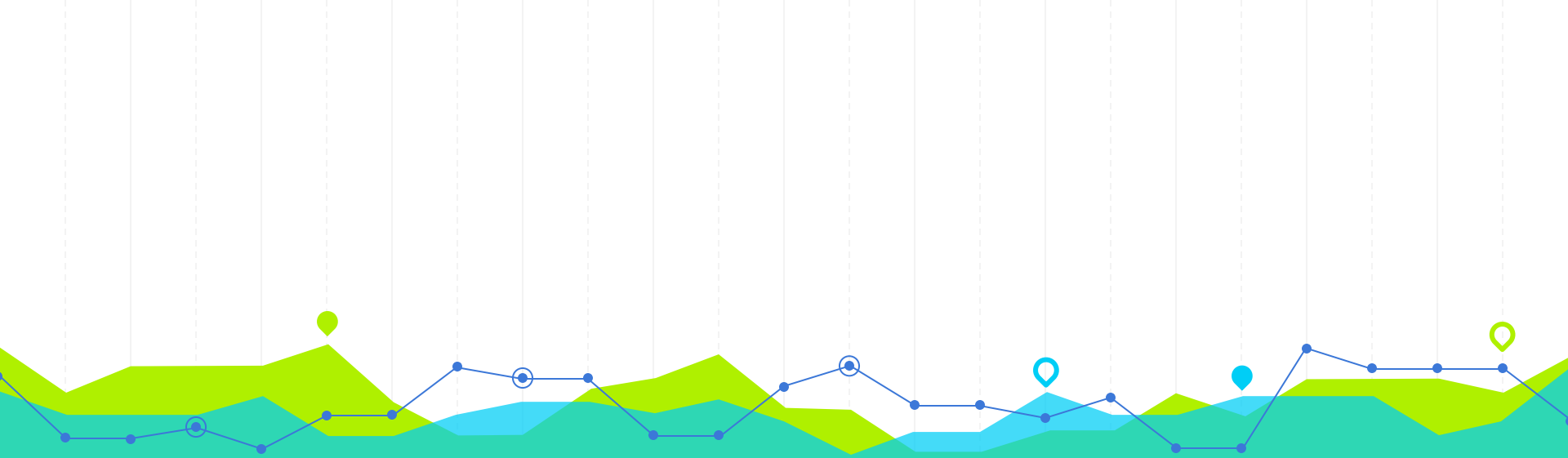
STOP!

Interviews

What 3 things come to mind?

Add your ideas to the [Answer Garden](#).

Not sure how to use Answer Garden?
Tutorial [HERE](#)!



Interviewing Basics 1

Know your story

```
graph LR; A[Know your story] --> B[Plan your strategy]; A --> C[Mine your network]; B --> D[Set the stage]; B --> E[Listen and watch]; C --> F[Prove it]; C --> G[Show your passion];
```

Plan your strategy

Set the stage

Listen and watch

Mine your network

Prove it

Show your passion

Know your story

“Why should we hire you?”

The first step to successful interviewing is articulating your value and achievements, confidently and concisely.



Plan your Strategy

What & Who

1. What information do I need to know about the company / position?
2. What would the company need to know about me?
3. Who could give me more information about the company / position?



Mine your Network

LinkedIn, Twitter, Instagram, FB

Current / past employees

Similar jobs for keywords

Vibe & philosophy of the company



Set the Stage

Meaningful Small Talk

LinkedIn Recon Work

- Who is the interviewer?
- What are they into?
- What commonalities do you share?



Listen & Watch

Active Listening: Most effective interviewing happens in follow-up questions

Adjust Accordingly: Interviewers will give verbal / non verbal cues of interest



Prove it!

- Use STAR(T) interview method
- Quantify, quantify, quantify
- Drop some names
- Bring your reference letters, recommendations, and testimonials

Show your Passion

“If you have zest and enthusiasm, you attract zest and enthusiasm.”

“There is a real magic in enthusiasm. It spells the difference between mediocrity and accomplishment.”

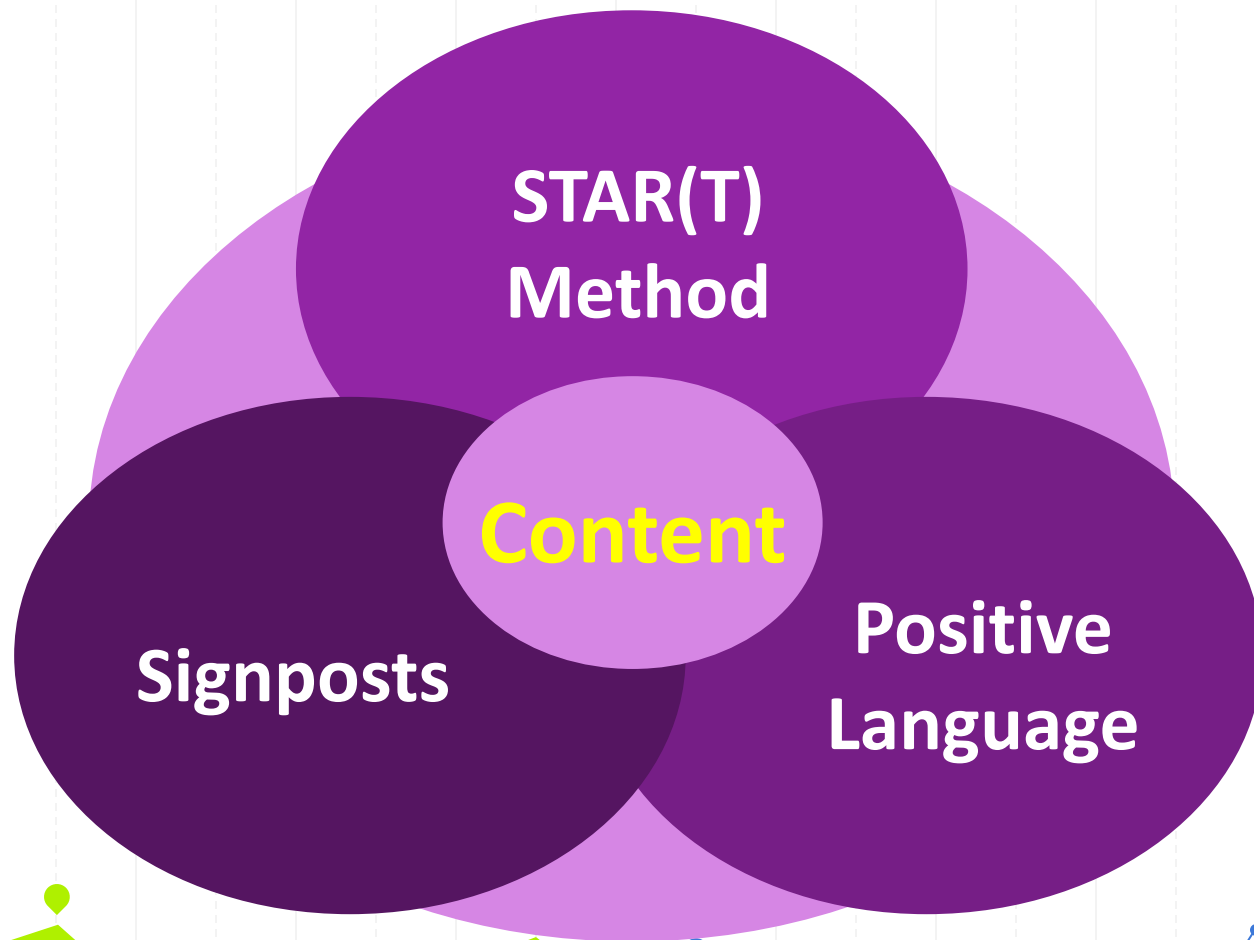
“Nothing great was ever achieved without enthusiasm.”

“Be fired with enthusiasm or you’ll be fired with enthusiasm.”





Content 2





S

T

A

R

T

Situation	Introduce the background of the story for context.
Task	Elaborate on the challenge at hand by clarifying your responsibility or role.
Action	Explain how you handled the situation in 3 - 5 bite sized chunks. Quantify!
Result	Discuss how your actions resulted in an achievement. Quantify!
Take-away	Explain what you learned and how it will help you in this role.

Introduce the background of the story for context.

Task

Elaborate on the challenge at hand by clarifying your responsibility or role.

Action

Explain how you handled the situation in 3 - 5 bite sized chunks. Quantify!

Result

Discuss how your actions resulted in an achievement. Quantify!

Take-away

Explain what you learned and how it will help you in this role.



Tell me about a time when you had to teach something new.

STAR(T)
Example 1 (Click
me!)



STAR(T)
Example 2
(Click me!)



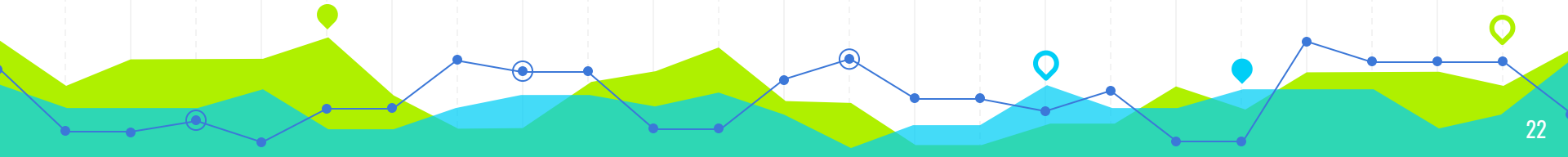


Why are signs
important?



Signposts

**All good storytellers
know that they need to
guide their audience from
the beginning to the end.**



01

Open your answer

- That's a great question. I..
- Today I would love to talk about...
- To begin, I want to emphasize that...

02

Use order transitions

- I took 3 actions to accomplish XYZ. Firstly,...
- The second step I took was...
- The final action was...

03

Announce Examples

- For example,...
- To illustrate this further,...
- XYZ demonstrates that...

04

Show Outcomes

- As a result of my actions...
- Because of our response, I was able to...
- The outcome illustrates that...

05

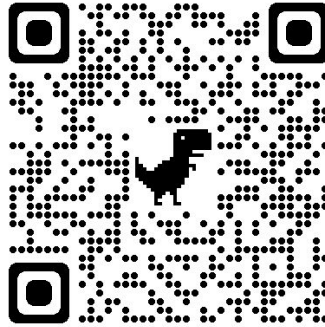
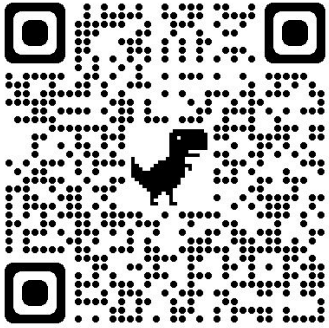
Conclude Thoughtfully

- To sum up...
- To recap my steps...
- In the end, I...

“

Nothing great was ever achieved without enthusiasm.

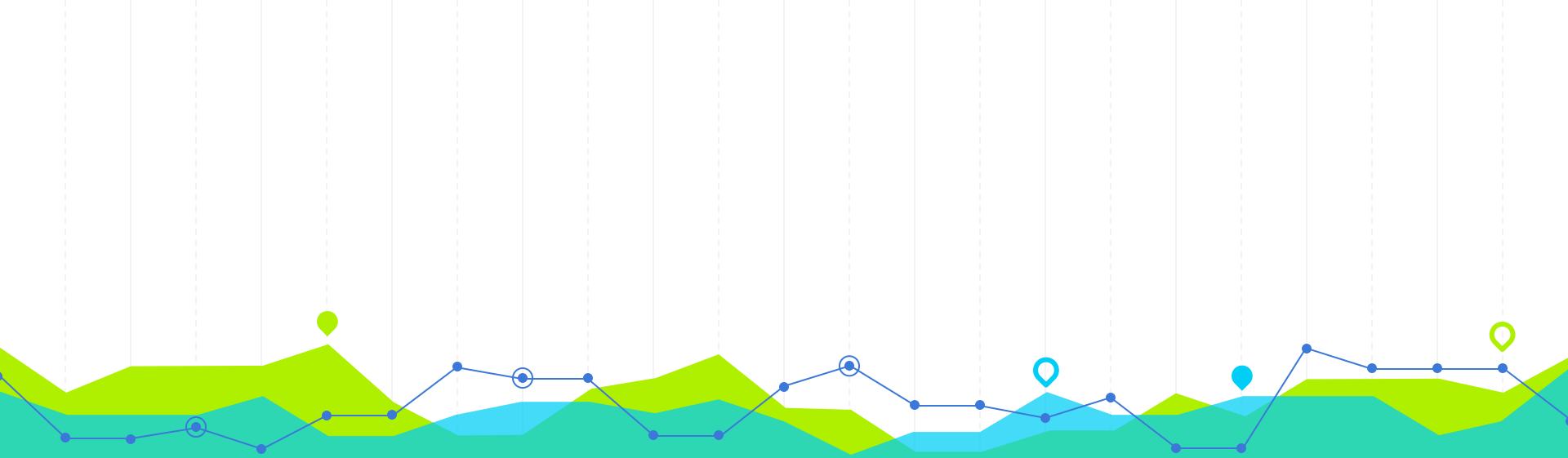
- *Ralph Waldo Emerson*



Open the QR Codes to reveal secret images! Tutorial [HERE!](#)

Pepper your interview with **POSITIVITY!**

love to	encouraged	inspired to	incredible
unbelievable	unique	challenged by	inspiring
rewarding	cool	cutting edge	unbelievable
reward	achievement	benefits	strengths
motivation	can do	will do	absolutely
certainly	of course	impressive	important
wonderful	capable	promise	guarantee



Preparation 3

Positive Mindset: I am...

I am an engaging facilitator who welcomes diverse opinions, experiences, and values of my students and clients.

I am a curious teacher who always pushes myself to look for new ways to increase learning engagement in virtual and blended mediums.

I am committed to adult learning principles, especially learner choice and autonomy, as well as incorporating relevant tasks that reflect real work and life situations.

Vocal Tool Box

Pacing

Slowing speech patterns down purposely for the context.

Pausing

Taking 1 - 2 s breaks after crucial language markers including transition words and listed items.

Inflection

Appropriate use of pitch and tone patterns to express meaning and emotion.



Vocal Exercises - Priming Mind & Body

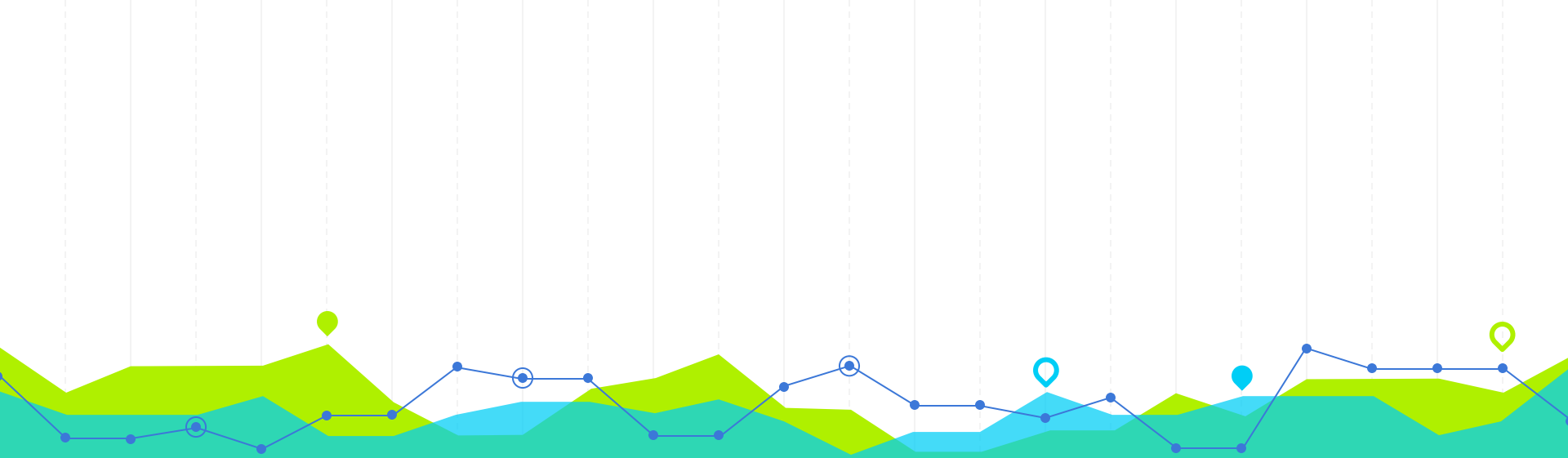


SAMPLE: Tell me about a time when you had to teach something new.

The situation I'd like to talk about today is when I had to teach my clients how to write accomplishment statements. **This was a difficult task because** many of my clients come from cultures where they are taught not to speak about their accomplishments publicly.

To teach the skill, I took 4 actions. First, I introduced and demonstrated how to build an accomplishment from a common task, including teaching the 3-part formula and modelling the 3-turn pass to achieve the statement. **Second, I** introduced the clients to action verbs and how to best select one for each statement. **Third, I** asked clients to choose 1 task from their previous work, and we completed the statement in class together. **Fourth,** clients were asked to complete 1 new accomplishment statement and to send it to me for review and feedback.

As a result, every student sent me their completed accomplishment statement, which allowed me to identify another topic or skill we needed to focus on - quantifying our answers. In addition, in their revised resumes, I was very excited to see that each student independently changed their employment tasks into accomplishments. **From this situation, I recognized that** clearly articulating the purpose and value of the skill is very important to increase adult learner buy-in. **In addition,** instructor modelling and group practice increases learner confidence and their self-efficacy, which increases skill transfer.



Summary 4

Test your knowledge!

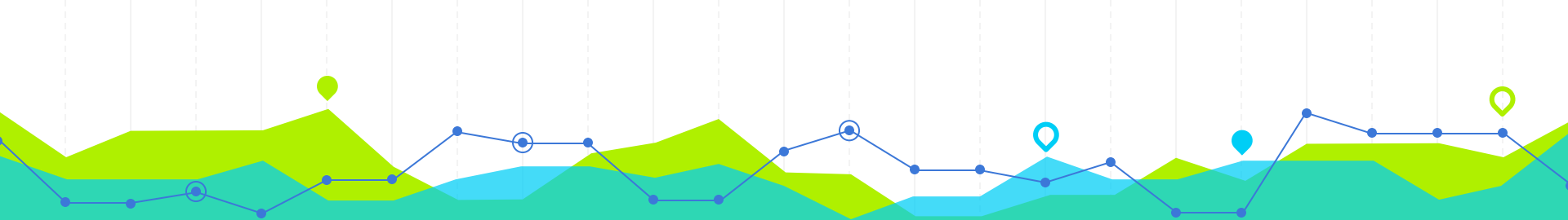


Click **HERE** to play Kahoot
on your own.

Game Pin: 0309316

Key Learnings - Summary

1. All good interviews start from knowing how to tell your professional story.
2. Use social media to get a clear idea of who the interviewer is, who works at the company, and the vibe of the organization.
3. Remember to show your passion and enthusiasm.
4. Good answers include: STAR(T) method, signposts, and positive language.
5. Prepare your mind with positive “I AM” statements.
6. Prepare your body with vocal exercises.
7. Remember to appropriately use pacing, pausing, and inflection.



5

THANKS!

Still have questions?

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[LinkedIn Profile](#) - Let's connect!

[Katina Deichsel Consulting](#) - Professional Website

