

George Fleming, Owner of Momentum Coaching Resources



Interview Advice: Prepare your questions

By Michelle Reese, Tribune

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This week's interview advice comes from George Fleming, owner of Momentum Coaching Resources. He has been a career coach for the past seven years.

What mistakes have you seen in interviews?

"Probably the biggest mistake is inadequate preparation. Do some research on the company! I'd like my clients to go into an interview having thought about the following questions: What are the company's biggest challenges at this time? What do I bring to them that is especially valuable? Are this role and the company culture a good fit for me? What are my biggest obstacles to my being selected for this position?"

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Describe a memorable interview.

"Recently a client interviewed for a position with a large financial firm. She knew in advance that she was a great fit for the job. She and the hiring manager hit it off so well in the initial interview that she was told, 'I absolutely want you for this job, but we have to go through the rest of the process and have you meet a number of other people.'

"The job would require her to move to Los Angeles. However, she realized she had some leverage to negotiate having this position based in Phoenix, eliminating the need to relocate her family. A couple of weeks and interviews later, the job offer was made. Because the chemistry with the hiring manager was so strong, redefining the job as being in Phoenix area was successfully negotiated."

What's the No. 1 piece of advice you have for a job candidate?

"Be very focused on what you seek in your next job. Your resume, your job search tactics, and all your networking tactics will need to reflect this focus. If you're one of those 'I'll take any job with any company in any industry' folks, your job search will be frustrating, and you're likely to wind up in a situation which leaves you unhappy, unfulfilled, and, sooner rather than later, unemployed again."

“A good interview has the interviewer and you working together to see if the job and you are a great fit. That differs from the way most of us were taught to interview: Listen, answer questions, and hope that the interviewer likes us.

“This process has to be a genuine dialogue in order to be a win-win. You don't want to talk the company into giving you a job that really isn't a good fit for you. And an employer doesn't want to talk you into taking a job that isn't a good fit.

“Anyone going through the interview process should be asking themselves two fundamental questions:

1. Do I like this role/company/hiring manager? If the answer is yes, then:

How do I make myself the obvious choice for this job?”

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