

2 Simple Goals of an Interview

Does the thought of an interview stress you out? There is so much information available online for interview preparation that you can easily go into sensory overload. You may become so overwhelmed that you forget what's really important—getting the job!

Your goals during an interview process are simple. (1) Get a Job Offer and (2) Determine if you want the Job. Of course, proper interview preparation and execution needs to take place in order to accomplish these goals, but it helps to narrow down the focus. Here's how.

1. Obtain a Job Offer

The ultimate goal of any interview process is to receive a job offer. If you accomplish this goal, you can either accept it or turn it down—you choose. No one enters into an interview process with the intention of failing, right? Otherwise, you wouldn't waste your time and energy and take on the additional stress. In order to get to this point, you will need to establish with the interviewer that you are qualified for the job and interested in the job. How do you do that?

- Prepare. Review the company, job description and qualifications.
- Relate your skills and experiences directly to the interviewers needs
- Be honest about your strengths and weaknesses
- Give examples of how you have been successful in the past
- Brush up and be prepared for technical questions
- If you don't have a specific tool or technology, express an interest in learning
- End the interview with a statement of interest

2. Determine if you want the job

An equally important objective of the interview process is to determine whether you would like the job, if offered. By asking the right questions, observing the environment and using the interview process as guideline, you can learn enough to decide whether this opportunity fits in with your career goals.

- Ask the Interviewer to describe the role and responsibilities
- What are the challenges and future growth of the position?
- What skills do they value most in an employee?
- Ask the interviewers what they like most/least about the company
- Is the corporate culture in line with your work style?
- Are employees a priority?
- Are the salary, benefits, location, hours, etc in line with your goals?

Whether you actually receive an offer or not can be affected by many factors out of your control—a better candidate, position is put on hold, something--the technology or title or level, etc. changes or is a mismatch. Focus on what you can control, however, and you will greatly improve your chances for success. While you can always turn down a job offer, it sure is nice to have the opportunity to make that decision. Knowing your objectives in advance will guide you successfully through more of your interviews, and into positive career growth.