



KEVIN WILLIAMS

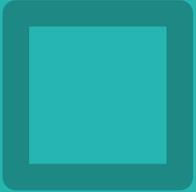
***OUTSIDE THE  
BOX  
INTERVIEWING***

---

Wednesday, August 5th at 9:30am



The Pebble



The Rock





# “Know Thyself”

*“we are never more (and sometimes less) than the co-authors of our own narratives.”*

*“What am I to do?” if I can answer the prior question ‘Of what story or stories do I find myself a part?’*

— **Alasdair MacIntyre**

## **Assessments**

Strength Finders, Birkman, Myers-Brigg, Lion’s Lead



# Gut Check

- Kevin -- this is a weak "C" resume -- not credible to outsiders -- looks like a homework assignment from high school: Step 1, delete all the boxes.
- Remember your "realtor" analogy -- same thing applies to resume. You can't see the problems because you're too close --- a "blind spot"
- People who don't know you personally will suspect you're making things up
- Credibility is weak - especially when you're making claims for your own company. Outsiders will suspect you're making things up, so when you report results-for-employer, you must make them as credible as if your company IBM.

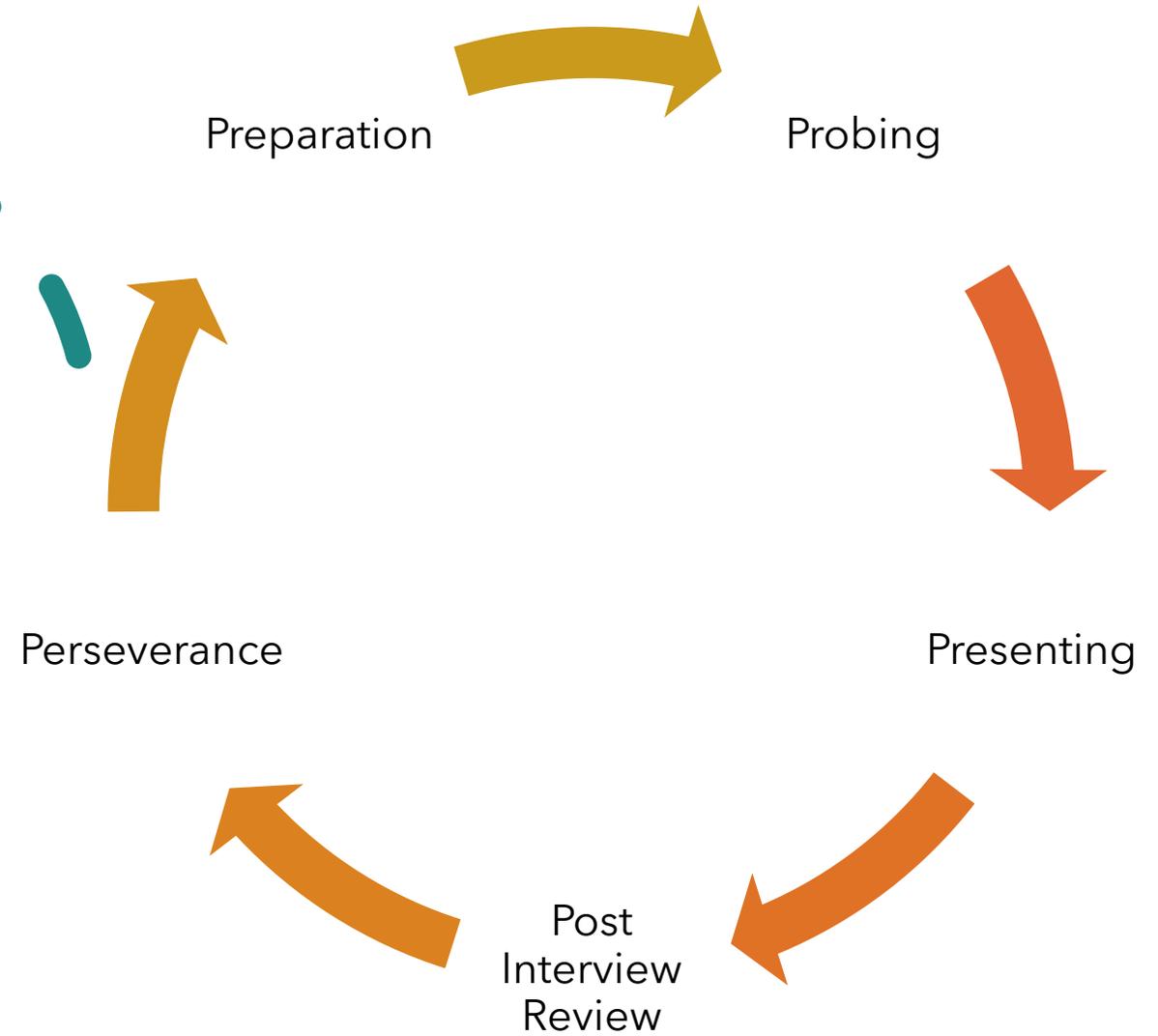




# Interview Roadmap

Kevin Williams  
cincy.williams@gmail.com

# Interview Cycle





**"I think my spell-checker is broken. It keeps changing l-u-c-k to p-r-e-p-a-r-a-t-i-o-n."**

# Preparation

Confidence came from my prep

Know who you are and what you're really good at

Mitigate weaknesses.

- Strongest and fewest reasons to pick apart your weakness
- Understand your weaknesses better than the interviewer and be ready to either explain away or why it won't matter by highlighting your better strengths.

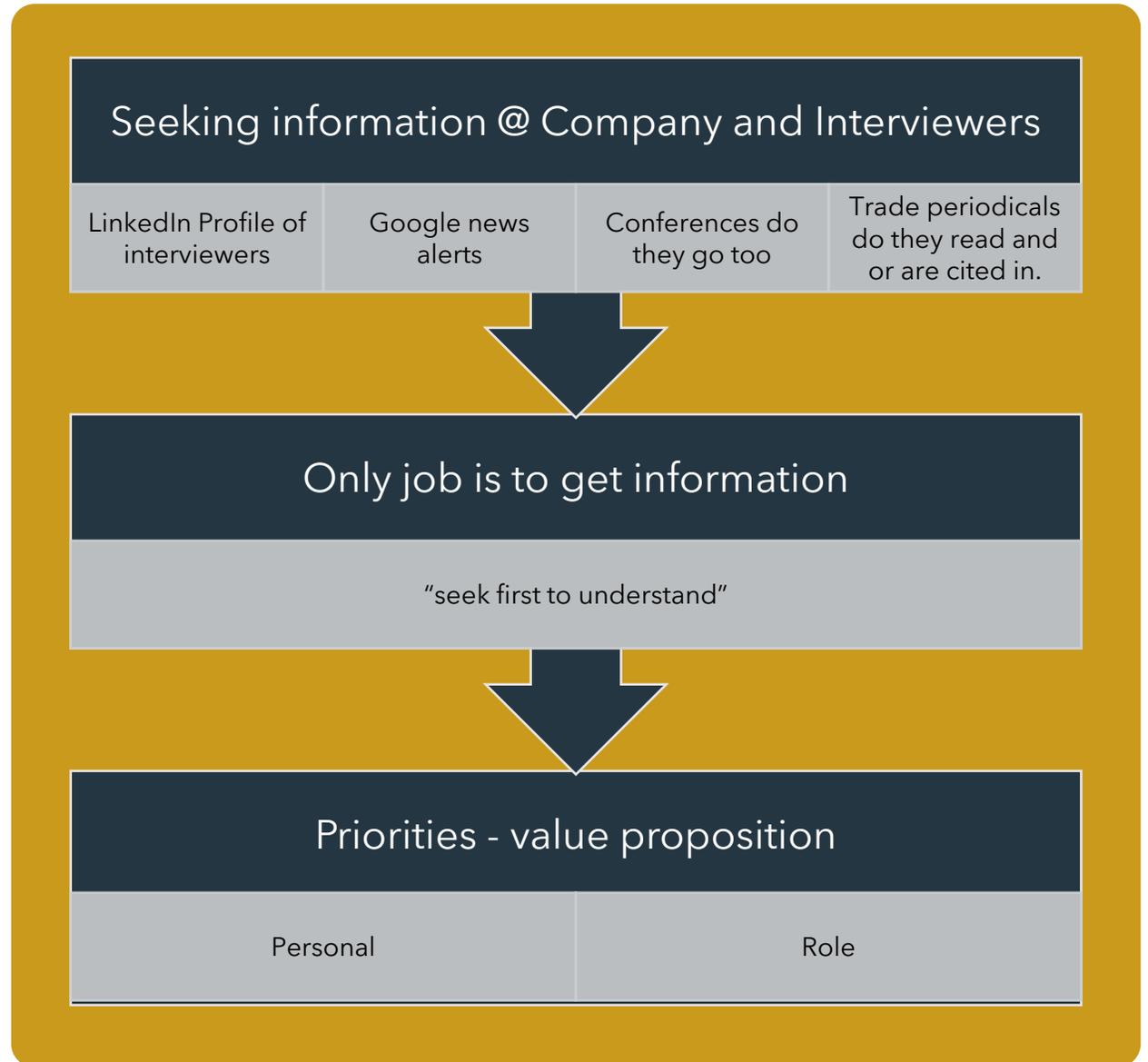
Prep for the questions you know you'll get and the ones you won't.

Relying on my network of people to help me craft my message.

- Ask for help and listen to those you ask.
  - "I don't know where to slot you"
- Ask for names of anyone else you can meet.
- Come prepared with an "ask" for the person
  - Resume help
  - Messaging
  - Connections
  - Job intros



# Probing (Before and During Interview)





# Google News Alerts

## How to set up Google Alerts

- Go to [google.com/alerts](https://www.google.com/alerts)
  - Enter a search term to track. Google Alerts will display a results preview as you type.
  - Select “Show options” (below the search box). Choose how often you’d like to receive alerts: once a day; as it happens; once a week.
  - Choose a source for your alerts: web; blogs; news; etc. If you’re unsure, leave this as the default “automatic.”
  - Choose a language and region.
  - Choose how many results you want to see: “all results,” or “only the best results.”
  - Choose a delivery email address (this is where Google will send your alerts).
  - Select “Create alert.”
- 

# Presenting (During Interview)



Take notes (ask permission to do this)



Ask questions – don't wait until the end to ask questions.

Make it a dialogue more than an interview



Listen carefully for:

Acronyms

Re-used words

What is important to "this" interviewer



Be willing to rework messaging if necessary real time

"Think on your feet"

Philly Airport

Preparation is KEY here.



Deal with weaknesses quickly.

You address them before they are brought up.



Make the connections for them: Don't wait for them to see you're a fit, show them.



Trust your preparation:

Convictions bring clarity

Clarity brings confidence

Confidence is contagious

# Post Interview Review

Study notes: can't do this without  
taking notes



Meta Process:

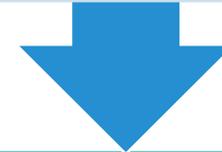
What went  
well?

What didn't  
go well?

What can I  
do better?

What did I  
learn?

What do I  
need to  
learn?



Apply learnings and notes to Prep and  
Probe



## Perseverance (Grit)

- *Perseverance* is the steadfast pursuit of a task, mission, or journey in spite of obstacles, discouragement, or distraction
- *grit* is a positive, non-cognitive trait based on an individual's perseverance of effort combined with the passion for a particular long-term goal or end state (a powerful motivation to achieve an objective).

## Contact Info

Kevin Williams

[cincy.williams@gmail.com](mailto:cincy.williams@gmail.com)