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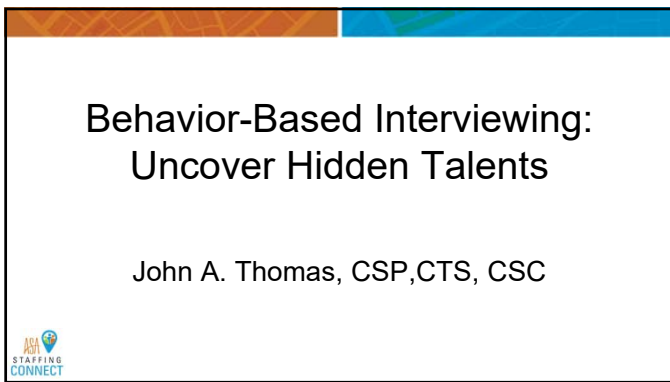
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### The interview



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### Takeaways from the Interview



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### Problems with Interviewing



"My short-term goal is to bluff my way through this job interview. My long-term goal is to invent a time machine so I can come back and change everything I've said so far."

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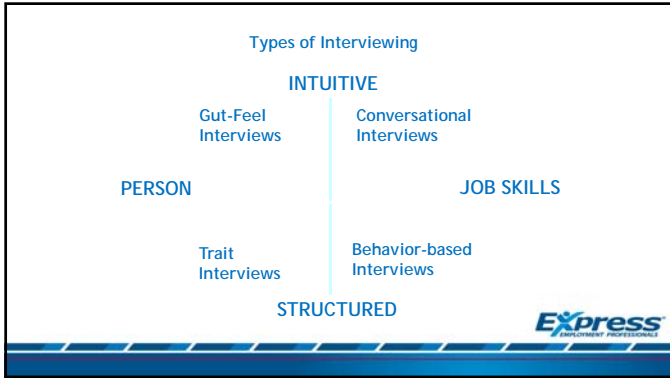
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Description of Interview Types

Gut-feel interviews are INTUITIVE and PERSON related.

Trait interviews are STRUCTURED and PERSON related.

Conversational interviews are INTUITIVE and JOB related.

Behavioral-based interviews are STRUCTURED and JOB related.

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The process for the BB Interview



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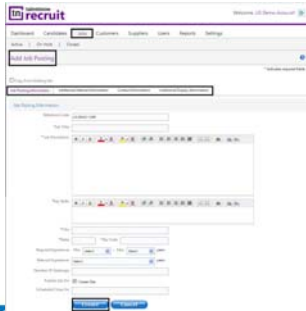
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Taking an Effective Job Order



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Conducting the Interview

<b>S</b> Situation	Detail the background. Provide a context. Where? When?
<b>T</b> Task	Describe the challenge and expectations. What needed to be done? Why?
<b>A</b> Action	Elaborate your specific action. What did you do? How? What tools did you use?
<b>R</b> Results	Explain the results: accomplishments, recognition, savings, etc. Quantify.

'STAR' Technique to Answer Behavioral Interview Questions

<http://www.RightAttitudes.com>



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### Why Behavior Based Interviewing?

Nestlé PURINA Careers
#MeetPurina

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### Conducting the Interview

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### Sample Questions & Evaluating Responses

Candidate Name	Job Title				
Question	Situation	Task	Action	Result	
Describe a moment when you had to make a sudden shift or change under an approaching deadline.					
Tell me about a time when you collaborated with a difficult co-worker on a task or project.					
Give an example of an innovative idea you created and implemented.					
Describe the steps you took to solve a difficult problem and the result of the solution.					

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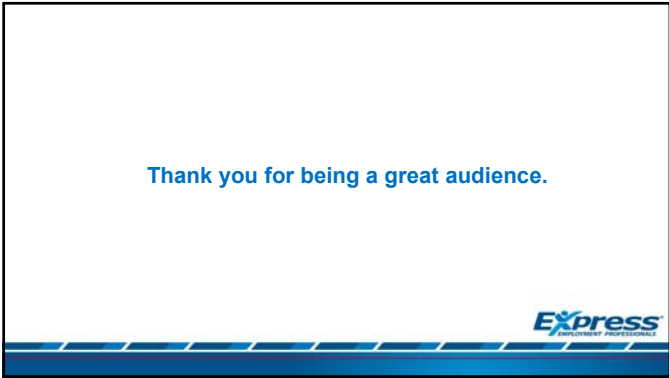
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