



the **Future of Memory and Storage**



Mein Executive Group

***Really* Prep for Your Interview**

The Objective

To increase the likelihood of getting an offer through improved interviewing techniques

A woman in a white button-down shirt is holding a clipboard and looking towards a man in a suit who is partially visible on the left side of the frame. The background is a plain, light-colored wall.

We Interview for a Living
You Don't – You do your job



Do Your Homework

- Research
- Social Review
- Self Assessment
- Questions
- Logistics

Research Company & Hiring Manager

Objective: Demonstrate Your Knowledge

- Review website (site search)
- Google search for news (date range)
- Waybackmachine (archive.org)
- LinkedIn profiles (what do you have in common)
- Company reviews (any concerns or questions)



Self Assessment

- What motivates you?
- What direction do you want in your career?
- Do you prefer to lead or for others to take charge?
- Do you work best on your own or within a team?
- Do you follow instructions well?
- Are you ambitious? Assertive? A self-starter?



Accomplishment Summaries

- Define for your biggest projects:
- What was the business problem, what was the solution, your role, obstacles you faced, how you overcame them, what you learned, etc.
- Scope, size, and complexity
- Your specific role and results achieved



Everything
is
Quantifiable



Your Impact

- Increase revenue
- Decrease cost
- Increase efficiency

- Promotions
- Awards
- Recognition



- How did you do it?
- What was unique?
- What led to the initiative?

- New goals for company
- Additional responsibilities
- Shown initiative

Logistics

A woman with long dark hair and glasses, wearing a dark blazer over a white top, is holding a white coffee cup with a colorful logo in her right hand and a tablet computer in her left hand. She is looking down at the tablet. The background is a light blue wall with a vertical teal stripe on the left side.

- Date, Time, Address
- Route & Parking
- Hiring manager name and cell
- Pronunciation of name
- Who to ask for upon arrival



F2F/Video

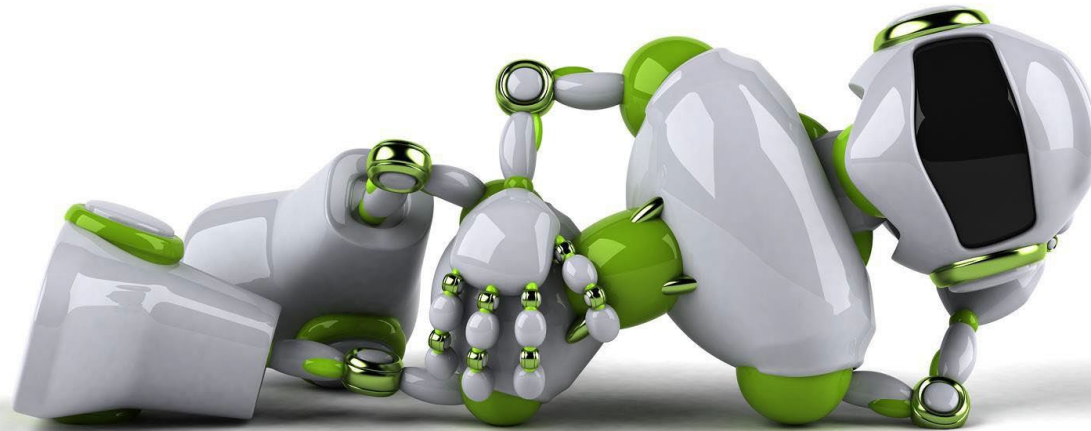
- Dress professionally (dark colors, conservative, unoffensive, no perfume or cologne, minimal jewelry, minimal makeup)
- No more than 10 minutes early for in person, no more than 5 minutes early for Zoom
- Maintain eye contact – don't look at the ceiling
- Pay attention to facial expressions, smile

Video Prep

- Test platform in advance
- Use best internet possible
- Go to a quiet place in your house
- Use a virtual background
- Check your sound quality
- Have enough light in the room
- No bright light behind you
- Don't do on cellphone if possible
- Dress one level up from company



General Interview Prep





Your Objective in every interview

- Get the job offer or move to the next step
- Not the time for you to decide
- No decision to be made without an offer

Treat Each Person as a Decision Maker

Bring:

- Resumes
- Prepared Questions
- Samples, if appropriate



Importance of Enthusiasm and Confidence

- The two most important factors
- Companies want to see interest
- They want to know you **KNOW** you can do this job
- We like people who like us



Talking & Listening

- The power of open-ended questions
- We are judged by the quality of the questions you ask
- Think of a first date



Learning From Adversity

- Constant growth
- Nobody is perfect
- Define what you've learned
- Identify your mistakes



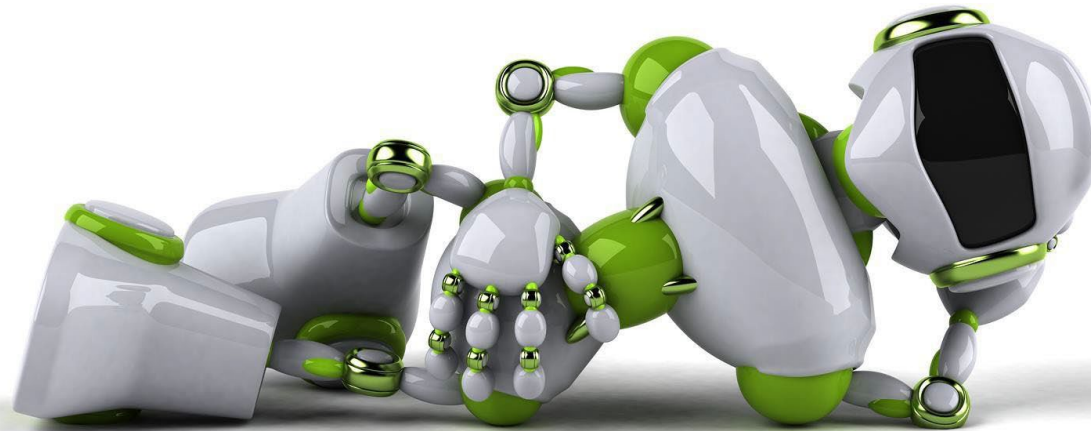
Opening the Interview

A man in a grey suit and blue striped tie is crouching on a red running track, ready to start a race. He is smiling and looking towards the camera. The background shows a green lawn and trees.

- Summarize your research
- Tell them why you're excited
- Ask the question:
 - Can you tell me a little more about the company and the skills you're looking for in someone to do this job?



Answering & Asking Questions



How to Answer

The background of the slide features several large, 3D-style question marks in various colors including red, purple, blue, yellow, and green, arranged in a cluster on the right side.

- Most answers should be 1– 2 minutes long
- Answer in paragraphs, not sentences or chapters
- Less than one minute is viewed as incompetent
- More than 3 minutes is viewed as self centered

Questions You Should Ask



Two types of Questions

1. Strategic/about the company
2. What's in it for me.


No “me” questions about money during the interview.

Those are all important, but not at this stage.

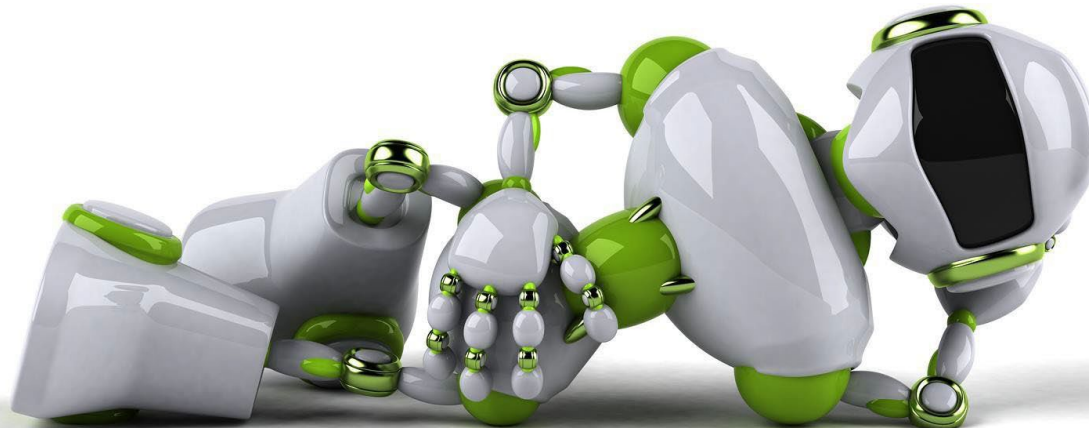
First, we want them to want you.
Without that, you have no decision to make.

Example Questions

- What have previous people done in this position to be successful?
- How do you measure success in this company, department, role?
- What are the biggest challenges someone will face in this role?
- What are the key responsibilities and top priorities of the role?
- How is this position evolving, or how could it evolve?
- Where does the organization have room for improvement?
- How would you describe the culture of the company?
- What are common denominators of the leadership team?
- Why did you join the team here?
- What is your favorite part of working here?
- No “me” questions about money / benefits



Specific Questions you
may be asked



Open Ended Questions

Don't talk yourself out of a job. There are three parts to your response:

1. Couple sentences about background
2. Couple sentences about your innate characteristics
3. Volley back to them

"I'd be happy to discuss anything you're specifically interested in. What do you want to know more about?"

TELL ME
ABOUT
YOURSELF

A hand holding a magnifying glass over a dark background. The hand is on the left, and the magnifying glass is on the right, with the lens focused on the text below. The background is a dark, textured grey.

Why Are You Looking?

- Never speak poorly about your current company
- Best answer is I'm not
- The recruiter approached me, and it sounded like something worth exploring
- Gives you better negotiating ability
- Makes you appear more desirable



Why are you interested in us?

- Importance of your research
- Specific to each opportunity
- Hiring managers want to see knowledge and enthusiasm

WHY
SHOULD WE
HIRE YOU



Three Good Reasons why they should hire you?

- 1) Experienced
- 2) Knowledgeable
- 3) Enthusiastic



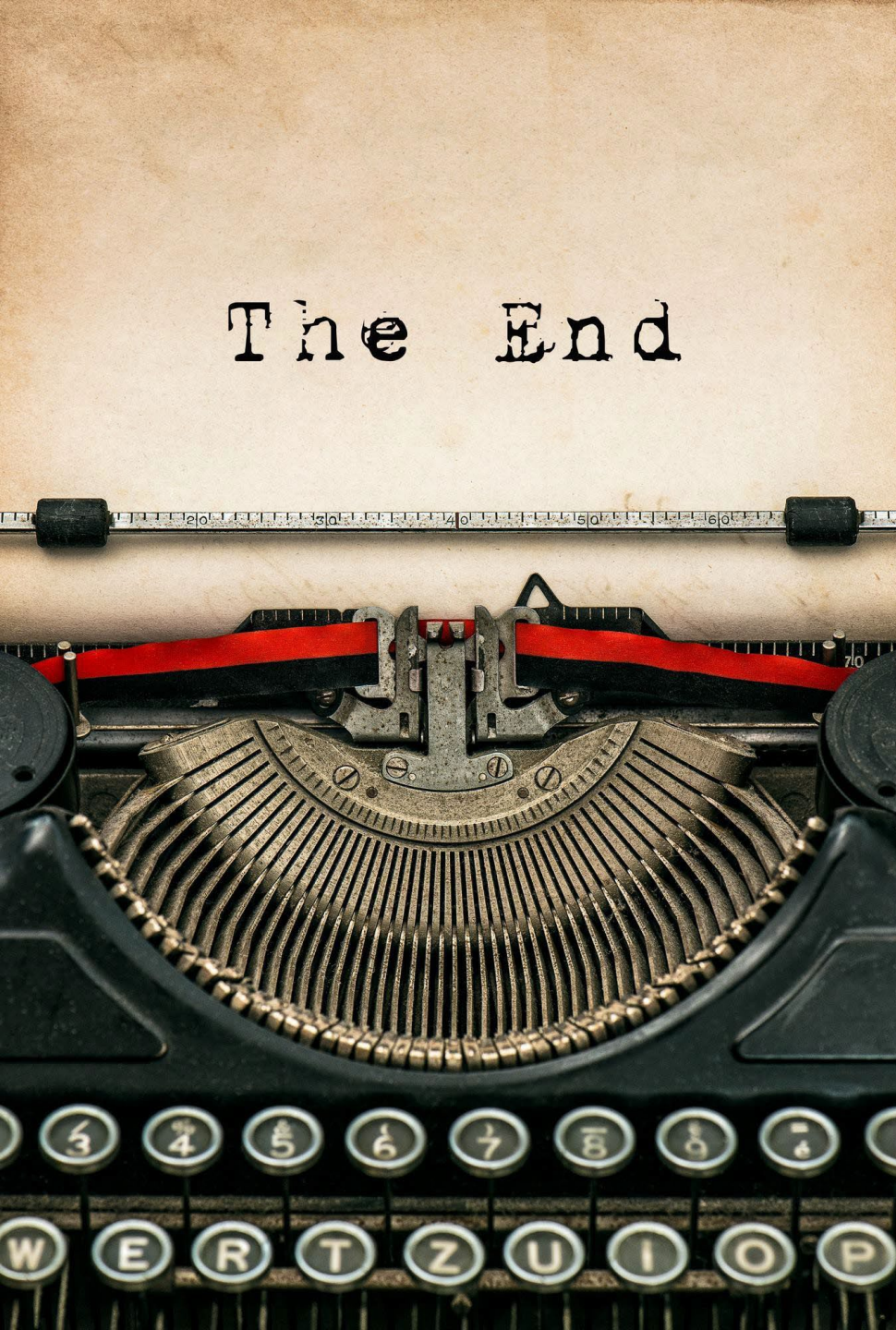
Job Hopping

- Walk through each move
- Was it your choice to leave?
- If yes, frame as positive impact from move (increased learning, impact company, additional responsibility, career progression)
- If no, frame it as a learning experience (candid reason for dismissal, and what you learned as a result)

Money



- Expect that you may get financial questions.
- Try not to get pinned down on compensation; show flexibility (we can deal with that later – the goal is to get them to really want you).
- If pressed, say, “Compensation is important to me, but I’m confident that any offer I might receive from you will be fair and in line with my skills and abilities.”
- Answer with the idea that you will entertain a fair offer from the company.



Closing

- Thank you for taking the time to meet with me.
- I feel like I have a good understanding of what you're trying to accomplish, and I'm confident I would excel in the role.
- Given what you now know about me, is there any reason you feel I would **not** be the right person for the job?
- No: Great, what are our next steps?
- Yes: Ask what, address those concerns



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