

Deciding on who is the best person to hire in an interview is difficult. In research interviewing is proven as an error-prone process for the following reasons:

- People can lie about their past
- Interviewers have bias and discrimination
- Assessing motivation is difficult
- Anxiety can hinder a good candidate
- Interview performance is not predictive of job performance

According to Organisational Psychology research, on average people make a decision in an interview in the first five minutes. It is human nature to bias decisions through stereotyping and making blink judgments. It's how we understand the world.

Expectation bias: Your attitude towards the interview impacts your performance.

Do you hold a belief that you do not like interviews or that you have to be perfect. Perhaps you worry that you will be found out? These are all false beliefs and impede your performance. What if your belief was that you enjoy the opportunity of an interview?

What kind of interview are you expecting?

Panel Interview	1:1 Interview	Psychological Testing
Behavioural Event Int. BEI	Stress Interview	Phone Interview
Role Play	Fit Interview	Video Conference

For example it would improve interview performance if you held a belief that you can handle any interview type and walk in with a positive confidence.

What is your belief about interviews?

Understand what beliefs you hold about being interviewed. Ask yourself where did they come from? When did you learn to have this belief?

What is a better belief? - e.g. Interviews are fun!!

Males, on average, are more wired towards physical resolution, whereas females are more wired to process emotions fully to resolution, and thus avoid physical conflict. The Female Brain, Louann Brizendine, M.D., 2007.

Why do people hire you?

If you have managed to get an interview, the employer has probably decided you have the experience and skill for the job.	SKILLS EASY TO ASSESS
In an interview the decision maker are trying to work out if you are motivated for their job.	MOTIVATION HARD TO ASSESS
Also, they decide if they like you.	FIT HARD TO CONTROL

93 % of communication impact is non-verbal.

Do not allow any negative thoughts or self-doubt before an interview. The brain believes whatever you tell it and then displays it in body language, tone and vocal delivery. Holding a belief of positive quiet confidence in your abilities helps create positive body language and facial expressions.

How to impact the subjective

1. Interviews are not about you! They are about solving problems of the future. Get interested in the problem at hand.
2. Use relaxation techniques such as diaphragmatic breathing: Oxygenate the brain.
3. Use journaling with positive imagery about you enjoying the interview and performing well.
4. Use a distraction that generates a positive mood – e.g. music or a book.
5. Know you can handle a mistake and are able to laugh at yourself.

Prepare responses to:

Tell me about yourself.

- 60-90 seconds.
- Position yourself.
- Give a short background of your career progression.
- Build up to why you applied.

Why should we hire you?

- Link your past to the prospective employer's future.
- How will your past experience help the prospective employer solve their issues?

What are your weaknesses?

- Select something that was a genuine weakness and show how you have improved it.