



So... tell me about yourself?

If they ask you to tell them about yourself, they don't want your life story, and they don't want to know about your hobbies or your pets. They want you to provide a broad and concise overview of your professional experience before they start to get into specifics.

Your answer should be about one minute and it should summarize where you are in your career based on an extended version of your WIFM Commercial Script.

What is your greatest weakness?

If they ask you about your biggest weakness, they aren't checking to see if you can list a weakness that is really a strength like "I'm a perfectionist." They want to understand how self-aware you are and that you actively take steps to self-correct problems.

Why should I hire you?

The answer is two-fold; making a contribution worth paying for and proving you would love working for them. Remember your goal is to position yourself as a solution worth paying for. Go back and recite the key job match. Make your response quantifiable and be tangible. The second half of your answer should be to confirm culture fit. They want to hire someone that likes them, would enjoy doing the job, and has something in common with their culture. Tell them why you would LOVE working for them and doing the job! Compliments go a long way.



Why did you leave your last job?

Questionable departures and gaps in employment can lead to negative misconceptions by some employers and recruiters. Whatever the reasons, be confident and optimistic as you answer. Perfect a 30-second elevator speech highlighting your positive outlook and productivity in between. Don't apologize, and don't dwell. Be careful not to leave your answer at "I was not being challenged" or "I am looking for more challenging work" as it could mean you will leave your next job too quickly. Instead, be sure to bring it back around to why you're a great fit for the current job you're interviewing for.

Explain the gap with a smile and change the subject immediately back to the interview by asking a question. The specific question is not the point, but rather, asking a question redirects the focus of the interviewer.

What salary are you seeking?

Employers ask for salary information to decide how much they need to offer to get you to accept the job offer. By providing salary information to a potential employer upfront, you could limit your ability to negotiate a salary offer in line with your current contribution level. The ideal approach to the salary question is to avoid it. But you have to do it in a way that will not upset the hiring manager. At the same time, if you handle it correctly, an employer trying to recruit you will not want to press the issue.
