



Interviewing Strategies Guide | Before the Interview

Preparing For Interviews

When preparing for an interview, it is important to consider what interviewers are looking for during the process and what you are looking for in the position. Reflection is key and will be paramount in communicating your value.

What do employers look for during interviews?

Typically, interviewers want to know these things:

- Can you do the job? (Competencies: knowledge, skills, and personal attributes)
- Will you do the job? (Motivation)
- Will you fit in with the organization? (Values & Personal Attributes)
- Are you sincerely interested in this job? (Authenticity)

What should you look for during interviews?

It is important that you can demonstrate a clear understanding of yourself. This means that you should be able to communicate your competencies, values, interests, and goals, and be able to relate them back to the employer/organization. Here are some important questions to consider:

- How does the organization's mission and posted position match with my interests?
- Does the nature of the job sound interesting or exciting?
- How does the organization run? Do you like this style of operation?
- How do the employees interact with each other? What is their overall dynamic?

The above questions are important considerations when preparing for your interview because they can reveal how well you may fit in with an organization. It is important that you can articulate to an employer that you can fit in/are a good match to their organization. What questions can you ask the interview (that are not on the website) that can help you answer these?

Practice

The best way to feel more comfortable during an interview is through intentional practice. Fortunately, the Career Connections Center can help! Use Gator CareerLink to Make a Career Planning Appointment to practice with a Career Connections Center career coach.

Professional Dress Guidelines

Professional attire typically consists of suits, slacks, skirts, jackets and blazers, ties, and dress shoes. While that may seem like a simple list of clothing options, style expectations can vary across industries and it can be overwhelming to know what attire is right for you. General guidelines would to utilize neutral tones and avoid extravagant accessories and excessive smells. Maintain a neat and clean appearance and remember it is better to be overdressed than underdressed.