

# Preparing for interview: Power of the Parent® style

Of course your skills and experience are important when it comes to the interview process, but let's not limit ourselves. You're a glorious human being and an employer will be lucky to have you on their team. Let's get you prepped so all that brilliance and authenticity shines through.

## Your story and how you want to share it

Here are some prompts to reflect on to shape your intro beyond your CV opening lines...

### Who are you?

- What you love doing
- Personal values
- Highs and lows
- Life outside of work

### What's your why?

- What's important to you
- Any company specifics you can link to
- CV points you want to bring to life

You don't have to remember all of this stuff, it's totally ok to take a few notes in to an interview in our opinion!

## Let's talk about strengths baby...

Your skills and competencies have their place, but the real magic happens when you work in line with the stuff you love (your strengths). They are 'the things that energise you and you're great at, or have the potential to become great at' (Brewerton and Brook, 2014).

If you're wondering where to start, here are some foundational strengths based coaching questions to get those juices flowing - it's not an exhaustive list and there's SO much to cover for strengths, so treat this as a starter that will need to be revisited.

- When you've got a list of things to do, what do you choose to do first?
- What makes you pick those things? Is it who you're working with on them, is it a particular way of working (creatively, being in the detail, collaborating with others etc)?
- What keeps your focus and attention? Your strengths are driven by your values, so you're more likely to stick to doing something if it's in line with your own beliefs.
- What do you find fun? What do you love doing?
- When you're feeling positive, relaxed or time passes quickly, what are you doing?

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Figuring out results and examples to share? Try these hints...

- What is going to demonstrate your **IMPACT**?
- Where are the stories you can go deeper on?
- Your experiences that compliment the role, team or organisation and reflective of the role you're applying for
- Check out the company LinkedIn page or what current employees are posting about - any clues there for what they'd like to hear?
- A mix of achievements, risks and failures is essential
- Your strengths and values in action
- Offers extra info you might not have shared during previous interviews or the application process

## A word on interviews and boundaries (of course)...

Interviews are a two way process, and showing up authentically doesn't mean you have to share things that make you uncomfortable or answer questions that make you feel uneasy. Hopefully nothing dramatic will happen, but it's worth reflecting beforehand about what your interview boundaries look like.

Boundaries aren't all about limitations and disconnection, there's space in your thinking to walk through the things you absolutely want to get out of the conversation too.

These prompts should help:

- What do you want to share in the interview? (Then thinking through your examples, writing them down and practicing the story associated with them)
- Are there situations / questions you might need some space for?
- If any topic is off limits, do you want to communicate that before an interview?
- When you feel uncomfortable, what kinds of responses are going to be helpful for you?

Stuck for ideas on what questions to ask at the end? Try these...

- Can you share examples of some of your company values in action?
- Best thing about working for the company?
- The biggest challenge facing the role?
- How do you measure success / how will I know how I'm doing?
- What does the team structure look like?
- Any particular ways of working that I should know about?
- Why has the role come up?
- Any gaps / questions about me that you'd like to know?