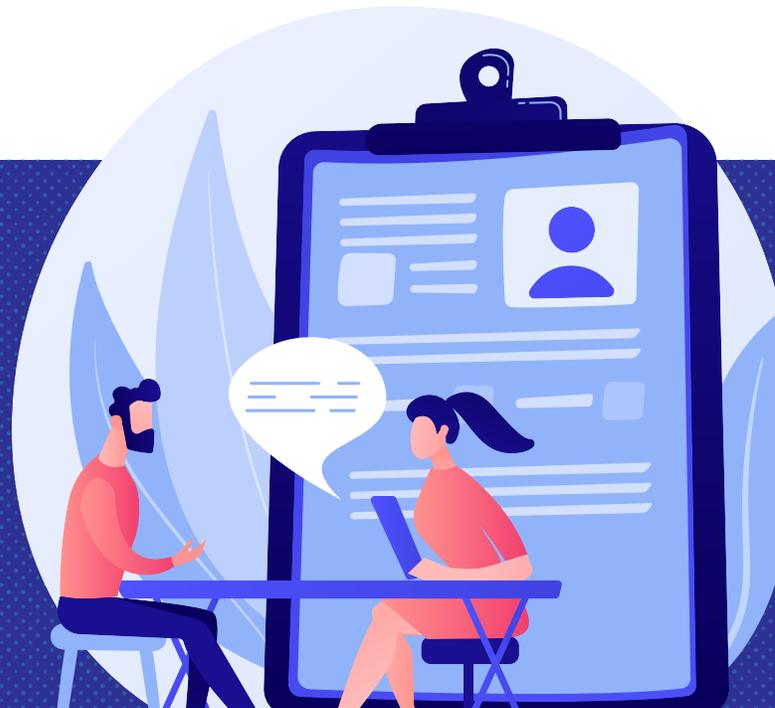


7 TRAINING TIPS For Strong Interviews



Great communication skills are crucial to nailing a job interview. Your candidates are working to stand out in the competitive talent market. Are you focusing on the important areas so your candidates are more prepared for their next opportunity? **The following 7 tips will ensure your candidates are ready to rock their next interview.**



Improve communication skills

First impressions are huge. Even the small talk your candidate makes with the office assistant can have an impact on whether or not they land the role. Ensure your candidate has tightened up their communication skills and is comfortable striking up a conversation with a stranger.



Work on small talk and being comfortable in "awkward" situations.



Don't talk too much

Rambling is a huge sign of being unprepared. Even worse, sometimes saying too much can be a huge mistake. Help your candidate prepare to answer questions succinctly, without divulging unnecessary information.



Prepare for the interview ahead of time. Figure out how your candidate's skills align with the job and encourage them to be ready to talk through their experience.



Use appropriate language

In an office setting, professionalism is often a must. This means it's imperative to avoid profanity or other slang that could be interpreted as offensive. Even in an office with a lax culture, allow the interviewer to set the tone for the interview.



Be aware of any inappropriate language and work through more professional alternatives.

✓	Actually answer questions
	<p>Some interviewees pride themselves on their ability to evade a sticky question. In reality, wiggling out of a prompt shows the candidate is unprepared and potentially unfit for the role. For example, listing “perfectionism” as a flaw is very obviously an attempt to flip the question.</p> <p> <i>Encourage your candidates to answer questions head-on. Prepare past experiences to reference when requested.</i></p>
✓	Be prepared for the unexpected
	<p>It's a lot easier for your candidates to answer questions when they know what's coming. Whether it's discussing a gap on your candidate's resume or asking why they left a position, be ready to answer any questions that may arise.</p> <p> <i>Encourage thorough research and remember that many companies now request a presentation as part of the interview process.</i></p>
✓	Implement timely feedback
	<p>If you only meet with a candidate once a month, it can be difficult to lock in key skills. Be sure to give feedback as close to the event as possible to lock in learning.</p> <p> <i>Explore different avenues for training to ensure your candidate is getting timely feedback during the training process.</i></p>
✓	Ask questions
	<p>When the interviewer asks, “Any questions?”, the interview is not over. If your candidate passes on asking a question, they miss out on an opportunity to demonstrate an interest in the company. Be sure to have your candidate ask a few questions at the end, but be sure it's not something that could be easily found by looking on the company's website.</p> <p> <i>Encourage your candidates to research the company and come prepared with a few questions to ask.</i></p>

Beyond the big interview: You can help your clients land their dream job, even in today's competitive job market. Be sure to highlight the importance of communication skills and explore opportunities to improve. Remember to encourage practice activities outside of your monthly meetings to ensure no progress is lost.

SpeakPulse's innovative software is a perfect complement to 1:1 interview preparation. The tool lets users practice their speech skills with hypothetical questions, and provides real-time feedback for improvement.

Visit our website to learn more: www.speakpulse.com