



**GLOBAL
EXPERIENCES**
GET AN EDGE IN LIFE



Strengths-based Interviewing

First, get to know yourself:

Self-Assessment – Ask Yourself:

1. What motivates you, gets you excited, or gives you a great deal of satisfaction?
2. What experiences have been your most fulfilling?
3. Tell me about a time in your life when you accomplished something you were proud of.
4. What themes fit you best? Which themes describe you best?
5. What do you excel at? What are you good at?
6. Which themes do you use most frequently?
7. Which themes make you most efficient with your time and energy?
8. In studying these top 5 themes, what have you learned about yourself?

Your Themes and Career Choices – Ask Yourself:

1. Which careers seem most interesting and appealing to you? Why?
2. What is the best job or role you've ever had? Have you ever had a job where you asked yourself, "Do I really want to do this for the rest of my life?"
3. How do you get work done? What is your work style?

Examples of phrasing for cover letter/interviews:

Communication – "Chatterbox" – Brings new ideas to life by telling stories that are energizing and vivid.

Positivity – "Unrealistic" – Is an optimistic, uplifting presence who finds the positive aspects in any situation.

Achiever – "Workaholic" – Is an exceptional producer who inspires others by setting high expectations.

Command – "Bossy" – Invites the differing views of others and finds common ground.

Harmony – "Pushover" – Is confident and a powerful advocate on behalf of others.

Advanced Interview Prep:

1. What are three of the most meaningful and important jobs, leadership roles, or volunteer positions you have held?
 - Describe responsibilities or outcomes you achieved in those roles.
 - For each responsibility/outcome, which Strength did you utilize to be successful?
 - In an interview it's important for you to verbalize and give detailed information about what you have done in your past roles ("sell yourself"). Take one outcome and come up with an example of how you achieved success.
2. Keeping in mind Your Strengths, how would you respond to the following common interview questions:
 - Tell me about yourself.
 - What strengths do you bring to us?
 - What is your greatest weakness and why?
 - Where do you see yourself in five years?
3. Theme + Theme = Theme Dynamic
 - Achiever (can get a lot done) + Learner (likes to learn something new) = I consider learning something new that helps me get more done faster to be a great achievement.
 - Individualization (keen observer of people's strengths) + Maximizer (excellence is the measure) = I know that there is no perfect way to get a task done, but it is possible to position people perfectly to use their strengths to get the task done. I can find the right fit for people when working on a group project.

When setting up an interview:

1. For each of the tasks or responsibilities listed for the job, ask which themes would help you achieve success in each task/responsibility. [Not all tasks/responsibilities may fit you.]
2. How well would this position fit me? Would most of my strengths be utilized in this role?
3. Are there some things in this position that would be difficult for me to do? Are there some Strengths that wouldn't get much use if I took a role like this?
4. What things would I like to have added to this role if I could?