

Job Interview Tips: Making a Great First Impression

When applying for a new job, chances are you will be one candidate among many applying for the same position. So, what can you do to make a great first impression, stand out, and win the day?

As one of the most awarded recruiting and staffing firms in Texas, we have some insight on this topic! Here are our top tips for helping you stand out and nail that next job interview:

1) Do Your Research

Understanding the company you are applying to and the people you will be interviewed by will give you confidence right from the start. Research their website, social channels, and LinkedIn to get an idea of their company culture and key players.

2) Understand the Job Description

Read and re-read the job description and its requirements before going in. This will ensure you are prepared to answer any questions regarding your skills and suitability for the position.

3) Use the STAR Method

When you are asked behavioral questions, such as describing your approach to challenges you've had in the past, use the **STAR method** to frame your answer – Situation, Task, Action, and Result.

4) Prepare Your References in Advance

Once you have impressed the hiring manager, their next step will be to check your references. Since you have no control over when that's going to happen, your best bet is to prepare them in advance. Once you have made your list, reach out to each person and let them know that somebody might be calling, just to give them the heads-up.

5) Prepare Your Own Questions

An interview works both ways. You are well within your rights to ask as many questions of your prospective employer as they will of you. Bring prepared with a list of questions shows that you are thinking seriously about what it will be like to work there.

6) Bring Copies of Your Resumé

Although most hiring managers will have a copy of your resumé on hand, as there may be several interviewers. If you have several copies already printed, you can make sure they all have one to reference.

7) Bring a Notepad and a Pen

Be prepared to take notes during your interview, but don't plan on using your smartphone or tablet to do so, as your device should either be turned off or muted. Make a note of the names of your interviewers so you can follow up.

8) Look Your Best

Be sure to look your best for your interview. Shine your shoes, iron your shirt, and be sure to give your suit a good brush to be sure there is no lint or pet hair on it. Maintain eye contact throughout the interview and display confident body language at all times.

9) The Follow-Up

Be sure to follow up with your interviewers by sending your recruiter a personalized thank you email or handwritten letter to be passed along. If possible, ask for business cards during your interview so you can get the name and title information right.

While your skills and experience will ultimately be what gets you the position, practicing these tips will give you a better chance of standing out among others who have a similar background.