

Getting invited back just might mean you are self confident!

By Anne Spieker



Where does self confidence come from and why is it that some people have it, and some do not. To me, self-confidence comes from stretching one self beyond one's comfort zones into a growing and learning mode, while Wikipedia describes confidence as a state of being certain. Well how does one become certain? Becoming certain means one has to live through an event or a mental process to gain a confident *feeling*. And when considering or trying to convey a capability or skill set related to a job during an interview, self confidence is a critical component in the overall equation. A lack of self confidence or an uncertainty in one's skill set will almost invariably result in a closed door for finding gainful employment.

Employers are not looking for the *over-confident* individual who can leap tall buildings and swim the deepest of seas without oxygen. Employers are setting their sights on choosing the absolute best candidate for the job at hand. This means, that part of the process is to see how confident you are in yourself and in your abilities. Almost instantly when I am interviewing, I can detect a lack of self confidence. It might be as subtle as an eye movement, a change in the person's body language, or the tonality of their voice might offer me a clue. Their words might be saying one thing, but their body is saying another. Skilled executives can detect a lack of confidence and it can hurt your chances in proceeding on in the interview process.

So what can aid you in becoming confident so you can deliver a confident interview? As any great contender would tell you, it is that practice makes perfect! If you are serious about your job search, doing the drill, answering the questions, feeling uncomfortable, making the mistakes and saying the wrong things before the interview is the right way to get close to perfection. The only way to gain that confidence in yourself and the process of succeeding in an interview is to engage in an actual interview.

If I were in the throws of a job search, I would practice interview with my family, friends, co-workers or a career practitioner of some sorts. For example, I would gather information on possible questions that may be asked and have someone run through/drill me with hard pertinent questions. It would be ideal if you had a recorder running so you can hear exactly how

you sound. As a past syndicated radio talk show host, some of the most difficult times for me was when I had when I had to listen to a show that I had performed. Hearing yourself can be painful and believe me I got better with practice and quickly.

Here are 5 areas to consider in mastering a successful interview:

- Know your audience: Everything about the company and anything about the people interviewing you would be helpful. When they call for the interview, ask them who will I be interviewing with at that time?
- Know your top 10 skills/accomplishments: Make a list of the top 10 skills and accomplishments that directly related to the job you are interviewing for and know how and when to share those with the interviewer.
- Know what an acceptable answer is: Less than 2 minutes and is filled with accuracy, honesty, positive, and useful information to the employer.
- Know what mistakes to avoid: Talking too much, negative comments, personal information, yawning, doubt in yourself and confrontational statements such as “I heard you are laying people off is that true?” None of your business at this time.
- Practice... at least five times before you begin interviewing.

There are abundant resources available to you to get some practice in on interviewing. Anyone who has cared about you or cares about you currently would make an ideal practice partner, from teacher to friend, to co-worker or ex-supervisor. Most people want you to succeed and would be willing to spend an hour with you to role play through an interview scenario. There are career counselors available to you at the local workforce development center in Racine and if you are a professional with an associate’s degree or above, you can always call the Professional Career Services Division at 638-6640 and get involved in the seamless job search system I have created.

As a Certified Professional Coach, it is very easy for me to pick out those that have lived through the process of interviewing and have confidence in their message and those who take the whole process and themselves for granted or are serious about their search. **One cannot rest on their good looks and charm in this competitive global marketplace because**

choking at the moment you need to shine could just cost you the invite back. *So, tell me about yourself....*