



## Technique #2

This technique is for those people who feel more comfortable with trying to find out what an interviewing or hiring authority might be seeking in a candidate before they talk about their experience.

It seems to work best with analytical types of hiring authorities—that is, accountants, finance people, information technology folks. It works well with nondriver types of people like amiables and not sales-oriented people.

It isn't much different from the first technique. You ask the question, "What would you like to find in the ideal candidate?" before you talk about your intangible attributes and other experiences and background.

It works like this:

You sit down in the interviewing or hiring authority's office, take a deep breath, and after the pleasantries, say

### Phase 1

As you put the legal pad down in front of you, you say:

Tell me, Mr. or Ms. \_\_\_\_\_, what kind of candidate would you ideally like to find?

As the hiring or interviewing authority speaks, you take notes about what the individual is looking for in an ideal candidate. You may ask a number of questions, but the idea is to find out, in the employer's words, what they are looking for.