Interviewing for Introverts

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Agenda

Definition

Are you an introvert?

Types of interviews

Common interview challenges

Preparing for the interview

After the interview
What You'll Learn Today

At the end of this workshop, you will be able to...

- Identify the strengths of being an introvert
- Describe challenges of interviews and how to overcome them
- Understand how to prepare for each phase of the interview
NACE CAREER READINESS COMPETENCIES

Obtaining *requisite competencies* that broadly prepare college graduates for a *successful transition* into the workplace.
What is an introvert?
What is an introvert?

• **Introversion** ≠ Shyness

• **Introversion**: preference for environments that are not overly stimulating

• **Shyness**: fear of social disapproval or humiliation
What is an introvert?
Are you introverted?

- I prefer to relax alone or with a few close friends
- I don’t like feeling rushed
- I consider only deep relationships as friends
- My mind goes blank in groups or under pressure
- I need rest after outside activities, even ones I enjoy
- I tend to think before I speak or act
- I appear calm, self-contained, and like to observe
- I often listen but talk a lot about topics of importance to me
The strengths of being an introvert
Let's chat!

What year are you in school?

What is your major? How did you choose it?

Based on what you know so far, what are some strengths of being an introvert?
Types of Interviews
Types of interviews
Phone/Virtual

Clarify the Details
Find a Quiet Space
Do Your Research
Focus on Verbal Communication
Prepare for Standard Interview Questions

Connect With All Interviewers

Prepare Follow Up Questions
Types of interviews

Meal

Follow the Interviewer’s Lead

Maintain Conversation

Follow Etiquette Rules

Less Formal Environment
Types of interviews

Group

Focus on Interactivity & Inclusivity

Speak with Purpose

Listening is Key
Common Interview Challenges
Common interview challenges

Getting anxious

Prepare for the most common interview questions

There is no “right” answer

Think of the interview as a conversation

Relax – you’ve made it this far!
Common interview challenges

Feeling like you’re bragging

Be as objective as possible

Talk about the most exciting aspects of your experience

Bring samples to show your work
Common interview challenges
Thinking on your feet

Internal processors work out the details before they speak

External processors talk through their thinking

Do your research – preparation is key
Pause, reflect, then answer the question
Bring a notepad with key phrases and questions
Common interview challenges

Making a good first impression

Know where you are going

Prepare a few topics of small-talk

Practice positive self-talk

Be aware of your body language

Give yourself as many advantages as possible
Preparing for the Interview
Preparing for the interview

Play to your strengths

**Research**
Become an expert on the organization, your interviewer, and yourself

**Prepare**
Know the most common interview questions, and have answers ready

**Practice**
Make an appointment with your Career Specialist, practice with family/friends, or use StandOut
Preparing for the interview

Behavior-Based questions

Tell me about a time when you…
- have worked on a team
- took the lead on a difficult project
- had a conflict at work
- found a creative solution to a problem
- failed
What skills are employers looking for?

NACE Job Outlook 2020

<table>
<thead>
<tr>
<th>1. Problem solving skills</th>
<th>6. Leadership</th>
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<td>2. Ability to work in a team</td>
<td>7. Communication skills (verbal)</td>
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<td>3. Strong work ethic</td>
<td>8. Initiative</td>
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<td>5. Communication skills (written)</td>
<td>10. Technical skills</td>
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After the Interview
After the interview

Send a thank you note

Thank them for their time
Reference what you learned
Connect your skills to their needs
Follow up!
Questions??
Location: We are located in the Career Center Plaza. Our entrance is the University Lecture Hall and the Surge Building, behind the UCR Campus Store.

Hours:
Mon. - Fri. 8 am to 5 pm except Wed. 9 am to 5 pm

Individual counseling appointments available
Schedule on Handshake

Drop-In Hours:
Mon. - Thurs. 10 am-3pm
Fri. 10 am-12 pm