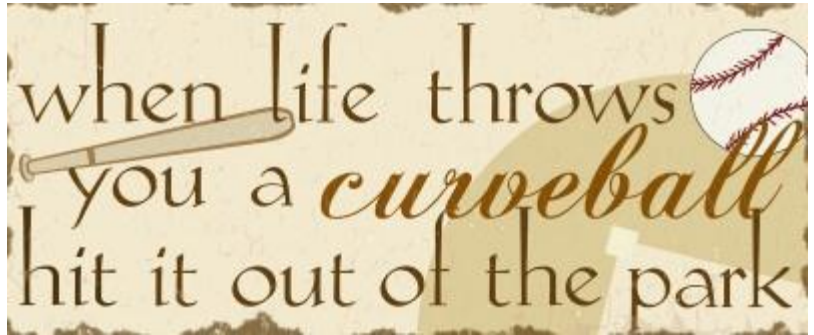


## CURVE BALLS

The idea of this project is to understand the interview process and to see what type of curve balls hiring managers throw at you during an interview.

Many people go into an interview thinking the hard part is proving you have the technical skills. While this partly true, the 'hard' part is sitting in a room where someone is actually studying your behavior - analyzing you as a person! They expect applicants to already have the technical skills. So if more than one applicant is qualified, the hiring decision is going to be based off references, personality, mannerisms, answers to random interview questions, and of course convenience - which applicant is the most likely to show up, show up on time and not bring drama into the workplace. The interview is also for applicants to decide whether or not they want the job!



Curveball Art Print  
By Anna Quach  
Item #: 10623666783A

**CURVEBALL EXAMPLE 1. In this scenario the interviewee is not putting much effort into their answers -**

**INTERVIEWER:** How would you handle a conflict with a co-worker?

**YOU:** I would tell them I'm upset, or just avoid them so we don't get in a fight at work.

**INTERVIEWER:** Who is your favorite super hero?

**YOU:** Huh? Um, okay, well I saw Superman on TV the other day and he's a cool cat.

**INTERVIEWER:** Why would you want to be like Superman?

**YOU:** I dunno.

**EXAMPLE 2. In this scenario the interviewee answers the questions thoughtfully -**

**INTERVIEWER:** How would you handle a conflict with a co-worker?

**YOU:** I would talk to them face to face and resolve our differences. I would try to recommend a solution.

**INTERVIEWER:** Who is your favorite super hero?

**YOU:** For make believe, I'd say Superman stories because they represent all regular people with the Clark Kent character, and Superman represents the heroic side of Clark Kent. Which to me is an inspiring idea that everyone has a hero inside of them.

***"Eighty percent of success is showing up."***

Woody Allen

# What You Wish You'd Known Before Your JOB INTERVIEW

## Common nonverbal mistakes made at a job interview

From a survey of 2000 bosses

- 21%** — Playing with hair or touching face
- 47%** — Having little or no knowledge of the company is the most common mistake job seekers make during interviews
- 67%** — Failure to make eye contact
- 38%** — Lack of smile
- 33%** — Bad posture
- 21%** — Crossing arms over their chest
- 9%** — Using too many hand gestures
- 26%** — Handshake that is too weak
- 33%** — Fidgeting too much

In a survey of 2000 bosses **33%** claimed that they know within the first 90 seconds of an interview whether they will hire someone



The average length of an interview is approximately 40 minutes

## Statistics show that when meeting new people the impact is:

- 7%** — From what we actually say
- 38%** — The quality of our voice grammar and overall confidence
- 55%** — The way we dress, act and walk through the door

## Clothes

- Bright colors** are a turnoff
- 70%** — Employers claiming they don't want applicants to be fashionable or trendy.
- 65%** — Of bosses said clothes could be the deciding factor between two similar candidates.

## Top Ten Most common mistakes made at a job interview

- 10** Over-Explaining Why You Lost Your Last Job  
Conveying That You're Not Over It **9**
- 8** Lacking Humor, Warmth, or Personality  
Not Showing Enough Interest or Enthusiasm **7**
- 6** Inadequate Research About a Potential Employer  
Concentrating Too Much on What You Want **5**
- 4** Trying to Be All Things to All People  
"Winging" the Interview **3**
- 2** Failing to Set Yourself Apart From Other Candidates  
Failing to Ask For the Job **1**

## Most common tips about interviewing

- 4** Learn about the organization  
Have a specific job in mind **3**
- 2** Review your qualifications for the job  
Be ready to briefly describe your experience **1**

## 5 questions most likely to be asked

- 5** Tell me about your experience at \_\_\_\_\_ **5**
- 4** Why do you want to work for us?  
What do you know about our company? **3**