

Interview & Assessment Preparation

Prepare like you do for competition

Understand what the employer is looking for - don't guess

Do you know what the employers values are?

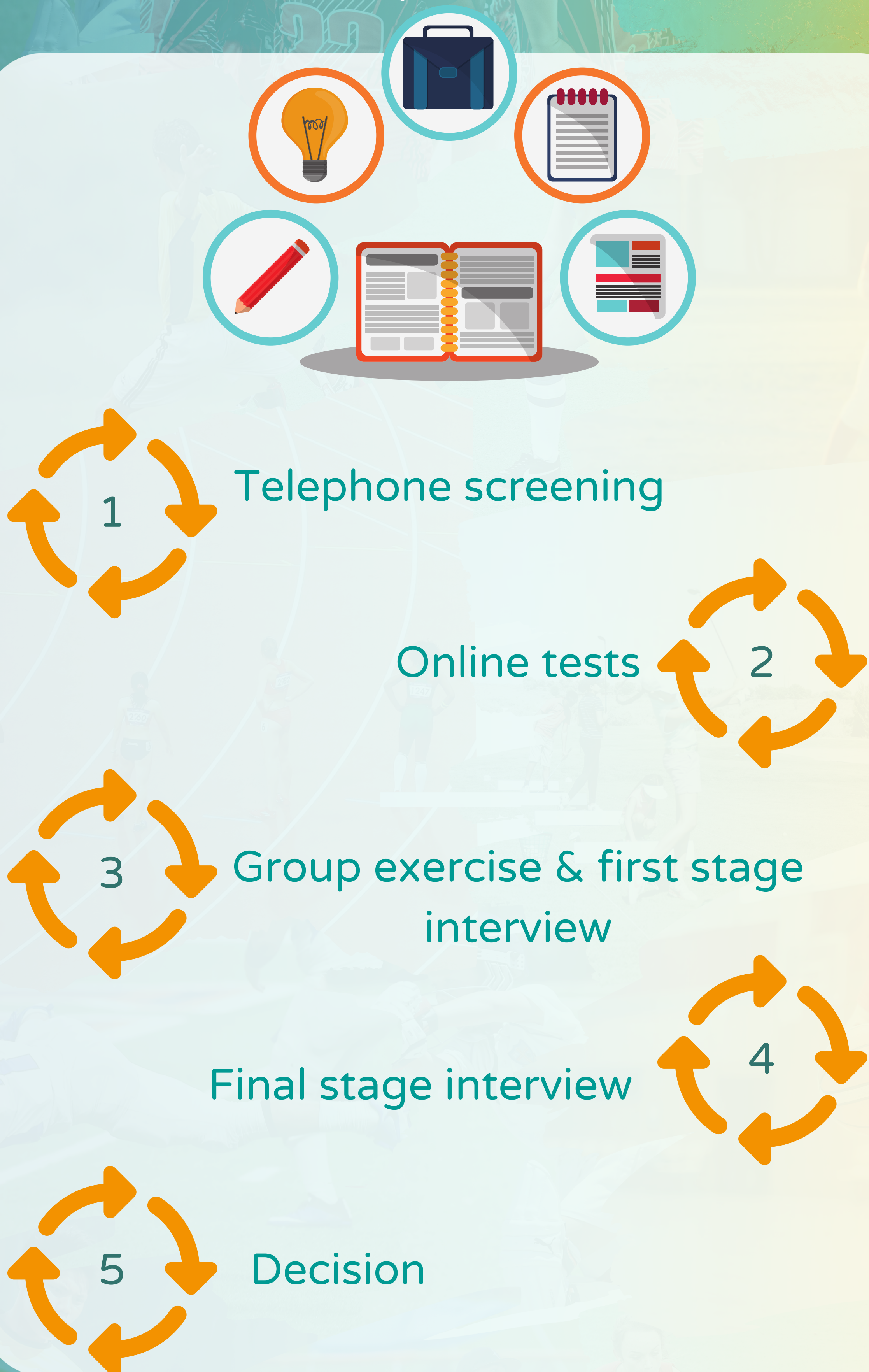
Understand your strengths and development areas - with examples

Can you explain clearly, why you want to work for them?

What will make you the difference that makes a difference...



What process should you expect?



What are employers looking for?

Employers will be looking to test three main areas to assess if you are suitable for the role...



Skills and competencies

Do you have the skills and behaviours that the role and employer require - this is where athletes can really excel - because of the built up skills through elite sport, that many other candidates for the role will not be able to prove they have. For example, working under pressure - teamwork - resilience - communication

Personality

Do you represent what they want as a brand? Often athletes represent leadership, determination and drive - But it is important to show these through your personality



Values

What is important to you? And importantly does this align to what is important to the employers culture. It is important to understand this, as often if you match the employers values, you will have a great impact

What do employers look for in group assessments?

Group assessments are designed specifically to test candidates against specific traits and skills that the employer find important for the role...

Key competencies will usually revolve around:

- Teamwork
- Communication
- Planning and organisation
- Problem solving
- Dealing with pressure

What type of questions will you get asked?

Employers are looking to test for your potential, and the best way to do this is through competency based interview questions. These are a set of questions that give you a chance to share examples of how you have demonstrated certain skills and behaviours that are important to the employer. The trick is, to plan specific examples and understand what skills you have developed through these examples...It is important you answer WHAT - HOW - WHY

?

Give me an example of where you have demonstrated teamwork skills...? (WHAT)



Example in action - As a professional cricketer, I train and compete in a team environment on a daily basis, towards shared objectives based on winning... (HOW)



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- I understand how to encourage others
- How to adapt to different types of personalities
- The importance of my personal performance to an overall team objective

(WHY)

How to make sure your elite performance background stands out

Structure and plan your answers so that you give yourself the best chance of covering the questions fully, whilst giving yourself the best representation of your background as possible...

S

Situation/Scenario - Start your answer with a specific situation or scenario. Make sure it is real and something you can talk about comfortably. You should look back at your experiences and identify some key scenarios from your work, sport or study. Specifically your experiences from elite sport can make you stand out

T

Task - Explain what your role in the scenario/situation - Eg I was club captain...

A

Action - In the scenario, what did you do. Be specific about what you did as part of your role - Eg what did you do in the situation as club captain...

R

Results - What was the outcome of the scenario? Eg did you deliver a project, meet your deadline or help create a relationship?

R

Relatable - What skills or experience did you learn from this scenario and therefore how can this relate to the employer?

Additional tips to consider...

1

Think about questions to ask - What do you want to find out? Is it about the culture? The career progression? The team environment....?

2

Don't cover up your weaknesses - Be open to what you need to improve on. This might be your knowledge of the industry or career path. Be honest, but open to improving and wanting to learn.

3

Be yourself - At this stage, the most important thing for the employer is your personality and culture fit, and your potential. If they see that as a match, they will invest their time in you

4

Research! Make sure you know about the company and the industry they work in - Find out what they're known for, who they compete with, what their latest position is, and be ready to answer specific questions about the organisation

5

Practice! It is important you set out in advance your examples and how you will answer questions. Most interview questions are similar, so you will always have a chance to answer questions that you can pre-plan for.

6

Body language! - First impressions, how you meet and greet, how you make eye contact and how you hold your body during the interview can make a real impact on the interviewer