

Pennsylvania Action Coalition Cohort of Exchanged Learning: Preparing for Your Interview

Adriana Perez, PhD, CRNP, ANP-BC, FAAN, FGSA

Assistant Professor of Nursing

Senior Fellow, Leonard Davis Institute of Health Economics

Faculty Fellow, Harnwell College House

Introduction

In a perfect world, job interviewers would be able to gauge your talents with great accuracy, so that you wouldn't need to engage in any form of boasting or self-promotion. But talents can be notoriously hard to judge, particularly in short-term interactions with other such as job interviews: there is only a 4% overlap between interview ratings and subsequent job performance ratings.

Chamorro-Premuzic, T. (2017). *Harvard Business Review*

Preparation (Pre-Interview)

- Know the organization/school well. What is the mission, vision & values and how would you contribute to these?
- Plan ahead when you schedule your interview & get plenty of rest!
 - Know where you are going. Time your travel, know the building.
 - Make sure you have the interviewer's contact information on hand.
- Review & print a copy of your resume and cover letter to the interview.
 - Recommend a list of strong contacts for recommendations.
- Write down questions, based on your assessment of the organization/school.
 - Remember: interviews are a mutual exchange with the goal of both parties benefitting from the outcome.

During Your Interview

1. Turn your phone on silent.
2. Be attentive (try to avoid distractions).
3. Briefly quantify your most relevant experience.
4. Speak about your passion rather than your skills.
5. Focus on your potential.

Post Interview

1. Follow up with a “thank you” email or letter.
2. If you do not receive the job offer, find out if the organization can provide feedback on your interview/application.
3. Turn your fans into advocates. You are starting to build your career trajectory.
 - Ultimately, your reputation is made of what others (not you) think of you.

Resources

Video: [INTERVIEW TIPS for New and Experienced NURSES](#)

Reference: [30 Behavioral Interview Questions You Should Be Ready to Answer](#)

For More, Visit: [The American Association of Colleges of Nursing \(AACN\) Career Resources for Students](#)