



2nd Interviews

(Rebecca Parson) When it comes to a second interview, we always ask that you bring something new to the table. Think of the whole interview process as almost starting over. Take what you've learned from the first interview and bring it forward into that second interview.

Do some research. In the meantime, think about who you're interviewing with in that second interview. Often employers will set you up with a hiring manager. So it's someone from the actual management group that you could possibly be working for at that company. Or it might be a second interview with someone from the HR organization. So know your audience. Your answers and how you engage in that second interview is going to be very different, based upon whether you're speaking with someone from the actual management organization or someone from the HR organization. So tailoring your conversation, bringing the things that you've had from your first interview forward to that second interview, and really feeling how you're going to close that deal. Your selling yourself, the company is selling themselves, how can you close that deal and make that happen.

Often in your second interview it is a face to face interaction so you really have to be conscience of your nonverbal cues. You have to be conscience of things like your handshake, of any ticks you might have, any sort of nervous handshake, or you might have that fluttering of the foot that I always do. You have to think about those things because they're all things that carry forward to the actual interviewer. And your eye contact and those types of things. So really being conscience of your interpersonal cues and the things that happen non verbally are important during that second interview because you are face to face, rather than often phone interviews that happen for that first round.