

KismetSerach

Interview Tips for Final Interviews



1. You should be even more prepared for this interview than you were for the first one(s).
 - Re-research the company and have more well-informed questions now that you know more about them.
 - Make sure to know who the decision makers are and who you'll be meeting with that day.
2. Although the second or final interview is usually less formal than the first, be careful that you're not too casual or comfortable when meeting for a final/second interview with the company.
 - i.e.: revealing overly personal information, relaxing your speech pattern, dressing down, etc.
 - Remember that they are still judging you as to whether you are right for them.
3. You are being judged just as much on the questions you ask as the answers you give.
 - Ask informed and intelligent questions about the company's future growth plans, why someone like you should join them, what the goals are for this particular role, etc.
 - This is NOT the time to ask a lot of questions about the benefits, vacation time, etc. unless you're meeting with HR and they bring it up. These are details you will find out if you get an offer.
4. Prepare your strategy and a more information about yourself ahead of time.
 - Think about what message and information you want to convey when you're meeting with them. Then, during the interview you will have a direction in mind when you're answering their questions or talking about your background.
 - This should be less than five minutes and a positive way to share more about yourself so they can understand more about who you are. This should not be overly personal, but talking about your hobbies, outside interests, etc. is fine.
5. Before you leave, make sure that you verbally express your interest in the position to the interviewer(s). However, do not ask for a final decision or an offer on the spot.

Sample script:

- "When Kanani at Kismet Search first contacted me about this position and recruited me, I was interested in the opportunity for "these reasons (*insert some points of interest here*)"... now that I have met with the team and learned more about this role, I'm even more interested and feel qualified for the role because of "these reasons (*insert additional/follow on points here*)".
 - Leave them with some positive feedback on the reason(s) why you are interested in the company and how your background can help them.
6. Remember to talk in terms of the benefits your experience will bring to their organization and this specific role, not just the features/accomplishments you possess. That way they can envisage how hiring you will directly help solve whatever business problems they're looking for this role to achieve.
 7. **Regarding compensation:** The client will be been made aware of your expected compensation range. If they ask you to give them a specific number, it is best not to do so, but to refer them to your Kismet Search Recruiter (i.e.: Kanani). That way, you are not locked into anything, and we can do additional work on your behalf to make sure you end up with a package you are happy with.
 - ***What base salary are you looking for?***
A suitable reply: "I'm looking for the right opportunity, and I believe Kanani gave you an idea of where I'm coming from in terms of compensation. I'm confident that if you find me to be the best candidate for this position, you will extend me a competitive offer."

Please contact Kanani, or your Kismet Search recruiter, to give feedback directly after the interview.