

# How to succeed with your job interview

Advice from AFRY recruiters



AFRY  
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**You have written and submitted your application, and it was a success – you got an interview! Now it's time to prepare for the next step, and it's a big one, because the job interview is one of the most important parts of the process. This is your chance to show the employer your potential and that you are the right person for the position. As recruiters, we know that job interviews can be intimidating. But don't worry; good preparations will take you a long way. Here are our ultimate tips on how to prepare for your interview.**

## **Be prepared to talk about yourself**

We are not only looking for candidates with the right educational or technical background; equally important for us is that you share our values. We want every recruitment we make to be a perfect match, both for us and you. We want to get to know you and why you would be a good fit to join our team. Our company values are Brave, Devoted, and Team Players. Can you relate to these values, and what do they mean to you? Also, you won't have time to tell the interviewer everything about yourself, so think through which aspects that are relevant to highlight.

## **Do your homework**

We appreciate you taking the time to read up on us and come prepared

for the interview. By showing us that you have researched both our company and the relevant position before the interview, you will give the impression of being highly interested in the role. Also, it will give you an advantage by providing context to discuss when answering interview questions.

## **Be brave**

We look for candidates that can reason around their experiences in both successes and more challenging situations. Most important, we are looking for candidates that can reason and talk about what they learned from their experiences. We will ask you to give examples related to situations you have been in – this allows you to show us your potential. To help you prepare for this part of the interview, we have listed a couple of examples of questions we may ask:

### **Tell me how you would define constructive feedback.**

- Give an example of feedback that you were not satisfied with.
- How were you affected by that feedback?

### **Tell me about a situation in which you have been helped by others to solve a problem.**

- What help did you get?
- What was the result?

### **Tell me about a situation in which you were forced to prioritize between different tasks.**

- What were your priorities?
- What was the result?

Remember, what you answer is more important than how quickly you come up with your answer. Take your time to think through your replies to ensure you get your point through.

## What is important to you?

The interview is an opportunity for us to get to know you and your aspirations, and for you to get to know us. Our ambition is to develop a long-term relationship, in which we can develop together. Dare to be direct and personal. We want to know what you are looking for in an employer. Why would you like to work with us? What do you want from this role and how do you see yourself progressing in your career?

And most importantly, don't forget to prepare questions for us. Think about what is important for you in an employer and make sure to ask us about these parts, whether it may be company culture, leadership, or development opportunities!

## Practical advice

When preparing for your upcoming interview, it can be a good idea to have the job ad available. It will provide you with information not only about the role description but also

about the keywords and attributes the recruiter is looking for in candidates. Use the job ad to prepare for your interview by understanding why you would be a good fit for the position. To ensure you have the ad available when it is time for a potential interview, you can save a copy of the ad to your computer when applying for the job.



**Hopefully, this guide will help you succeed in your next job interview. Don't forget to take a look at the other pieces in AFRY's job application guide: a video with our best LinkedIn advice and a guide of how to write a good CV. Good luck!**