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Interviewing for Introverts
Agenda

Definition
Are You an Introvert?
Types of Interviews
Common Interview Challenges
Preparing for the Interview
After the Interview
Introverts & Leadership
What is an introvert?

**Introversion**: preference for environments that are not overly stimulating

**Shyness**: fear of social disapproval or humiliation
Are you an introvert?

• I prefer to relax alone or with a few close friends
• I don’t like feeling rushed
• I consider only deep relationships as friends
• My mind goes blank in groups or under pressure
• I need rest after outside activities, even ones I enjoy
• I tend to think before I speak or act
• I appear calm, self-contained, and like to observe
• I often listen but talk a lot about topics of importance to me
Assessments

MBTI

Strengthfinder
The Strengths of Introversion

Introduce yourself to your nearest neighbor...

What year are you in school?

What is your major? How did you choose it?

Based on what you know so far, what are some strengths of being an introvert?
Types of Interviews
1 Phone/Virtual

Clarify the Details

Find a Quiet Space

Do Your Research

Focus on Verbal Communication
Prepare for Standard Interview Questions

Connect With All Interviewers

Prepare Follow Up Questions
3

Meal

Follow the Interviewer’s Lead

Maintain Conversation

Follow Etiquette Rules

Less Formal Environment
4 Group

Focus on Interactivity & Inclusivity
Speak with Purpose
Listening is Key
Common Interview Challenges
Challenge: Getting Anxious

Prepare for the most common interview questions

There is no “right” answer

Think of the interview as a conversation

Relax – you’ve made it this far!
Challenge: Feeling Like You’re Bragging

Be as objective as possible

Talk about the most exciting aspects of your experience

Bring samples to show your work
Challenge: Thinking on Your Feet

Internal processors work out the details before they speak

External processors talk through their thinking

Do your research – preparation is key

Pause, reflect, then answer the question

Bring a notepad with key phrases and questions
Challenge: Making a Good First Impression

Know where you are going

Prepare a few topics of small-talk

Practice positive self-talk

Be aware of your body language

Give yourself as many advantages as possible
Play to your strengths

Research
Become an expert on the organization, your interviewer, and yourself

Prepare
Know the most common interview questions, and have answers ready

Practice
Make an appointment with a counselor or practice with a friend or family member
Have you...

✔ Met with a career counselor?
✔ Logged into UCR Handshake?
✔ Attended Career Events?
✔ Set up a job search agent?
✔ Networked with employers via social media?
✔ Practiced your interview skills?
✔ Participated in the On-Campus Interview Program?
Behavior Based Interview Questions

**Tell me about a time when you took the lead on a difficult team project.**

**Tell me about a time when you had a conflict at work.**

**Describe a situation in which you found a creative way to overcome an obstacle.**

**Tell me about a time when you failed.**
<table>
<thead>
<tr>
<th>What skills are employers looking for?</th>
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<tbody>
<tr>
<td>1. Problem solving skills</td>
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<tr>
<td>2. Ability to work in a team</td>
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<tr>
<td>3. Communication skills (Written)</td>
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<tr>
<td>4. Leadership</td>
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<tr>
<td>5. Strong work ethic</td>
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- National Association of Colleges and Employers, 2018 Employer Survey
Putting it into Practice
We have two ears and one mouth so that we can listen twice as much as we speak.

(Epictetus)
After the Interview
Send a thank you note

Reference what you learned in the interview

Connect your skills to the needs they shared
Follow up!
Introverts & Leadership
What makes a great leader?

Research suggests that the best management style depends on the team being managed.

Decisive people are typically considered leaders.

The faster a person speaks, the more capable and appealing they appear.

The more a person says, the more competent they appear to be.
Do you know of any great introverted leaders?
A note about extroverts...

- Introversion is not inherently better or worse than extroversion.
- Both temperaments are needed for an organization to be successful.
- Extroverts tend to be more comfortable meeting new people, expressing their ideas verbally, and multitasking.
- Extroverts tend to work with what is.
- Introverts tend to ask what if.
INTROVERTS
UNITE SEPARATELY IN YOUR OWN HOMES
Questions?
Where Can You Find Us?

Location: We are located in the Career Center Plaza. Our entrance is the University Lecture Hall and the Surge Building, behind the UCR Campus Store.

Hours:
Mon. - Fri. 8 am to 5 pm except Wed. 9 am to 5 pm

Web Site: careers.ucr.edu

Individual counseling appointments available by calling:
(951) 827-3631

Drop-In Hours:
Mon. - Thurs. 10 am-3pm
Fri. 10 am-12 pm