

PREPARING WITH THE P-A-R MODEL

The key to interviewing success is

PREPARATION PREPARATION PREPARATION!

“Know before you go into the interview what skill you have to offer and how you can benefit the employer. Go in with three or four things that you really want the employer to know about you, and know how those things fit into the organization,” says Jonathan Ferguson of Career Services at George Washington University.

This means that you need to spend time researching the company. Information to locate can include the company’s services or products, divisions and subsidiaries, growth pattern, reputation, assets and earnings, new products or projects, number of locations and foreign operations. Internet web sites, company stockholders’ reports, as well as resources at the library and Career Services can provide much of the information needed.

Many employers are taking a more focused approach to interviewing called Behavioral Based Interviewing. In this form of interviewing, candidates are asked to share specific examples of their skills rather than stating hypothetically how they would handle a given situation. Candidates share examples of skills gained through internships, volunteer experiences, part-time jobs, student activities and classroom experiences. Thus, it is important to spend time and identify specific examples from previous experiences to support answers to the interviewer’s questions and incorporate the things that you want to promote to the employer to know about you. Your goal is *not* to memorize these examples as answers, but to have the basic concepts in your memory so you can communicate them clearly in an interview.

Use the **PAR Model** to answer interviewers’ questions. Discuss:

Problem or task for which you were responsible.

Action you took to solve the problem or complete the task.

Results of your actions.

Employers use behavioral based interviewing because research has shown that behavioral based interviewing is 3 to 7 times more effective in predicting job performance success in contrast to traditional interviewing.

Past performance is the best predictor of future performance.

An interview is a two-way conversation. Both the interviewee and the interviewer are asking and responding to questions. Each are seeking to confirm earlier impressions and evaluations of the other. It is important that the interviewee have a presence in the interview and is sincere and honest, while enthusiasm must shine through. Using the **PAR Model** helps candidates become more comfortable and enthusiastic when demonstrating their skills through examples in their answers.