



First impressions matter, especially during job interviews. So, effective preparation is crucial for increasing your chances of landing the role. Take a look at some of the below tips that will assist you with effectively preparing for your next interview.



INTERVIEW ETIQUETTE

- + Be punctual
- + Turn off your mobile (even on silent, your mobile buzzing is also disruptive)
- + Dress to impress
- + Make eye contact and begin with a strong handshake
- + Be mindful of your body language and posture during an interview
- + Bring supporting materials with you
- + Speak clearly and confidently (do not mumble)



REVIEW THE POSITION PROFILE

Interview questions are formulated based on the competencies and requirements present in the job description. This will help to prepare you for questions around your previous experience performing similar duties in other organisations.



RESEARCH THE COMPANY

Researching Stanwell prior to an interview will give you further insight into our organisational culture as well as our future goals and plans. By having a deeper insight into our business, it demonstrates to the hiring manager that you are motivated and it will assist you to build stronger connections between your previous experience and the vacant role.





PREPARE SOME EXAMPLES

Stanwell uses behaviour based questions in their interviews. Behavioural interviewing is based on the premise that past behaviour is the best predictor of future behaviour. Behavioural questions are developed by identifying the key competencies of a position (e.g. communication). By asking a behavioural based question we are looking for a real example of a work situation you've been in (preferably recent, relevant and where you have been heavily involved). With this insight into your experiences the panel are able to predict how you are likely to perform in the future.

When asking a behavioural question, we are looking for a complete STAR/L:

- Situation** Description of the situation faced (where was it, who it involved).
- Task** Description of the task or challenge faced.
- Action** Define and describe what action you personally took (not the team).
- Result** Description of the outcome of actions taken.
- Learnings** Reflection on key learnings.
Would you do anything differently?

As the panel is looking for as much information as possible to complete the STAR/L, they may intervene with additional questions if further information or clarification is required.

Prior to your interview, you should consider what some of the key competencies of the position are and practice providing examples using the STAR/L interviewing technique.



CONSIDER WHAT QUESTIONS YOU HAVE ABOUT THE POSITION OR COMPANY

An interview isn't just about Stanwell evaluating whether you are a suitable candidate - the interview works both ways. By bringing suitable questions to your interview, you not only find out more about whether the job is the right match for you, but you also demonstrate to the hiring managers that you are interested and prepared.