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Inspiring the people with the problem to become their own Solution

Suggestions for the
Job Interview.

As promised, this is the continuation

of my Sextant Article,

"Recently released from Prison?" <http://trk.cp20.com/Tracking/t.c?8bvgj-nz0ox-142scpk7&_v=2>

You don't need a Job, You Need a Break!" <http://trk.cp20.com/Tracking/t.c?8bvgj-nz0oy-142scpk8&_v=2>

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As mentioned in the preceding article, people have an innate need to want to help you.

When people help another person, the brain releases endorphins, which are produced by the central nervous system and pituitary gland. It consists of two parts: endo- and -orphin; these are short forms of the words endogenous and morphine, intended to mean "a morphine-like substance originating from within the body."

The principle function of endorphins is to inhibit the transmission of pain signals; they may also produce a feeling of euphoria very similar to that produced by other opioids.

Consequently, when a person provides help to another person, the feeling they receive is not dissimilar to a small dose of morphine. Some argue that this is one reason that some people become very addicted to volunteer work.

My advice for the interview includes the following components - all of which must exist homogenously and with a deep level of personal conviction, commitment and sincerity. This isn't a script but rather, it is a philosophical change in you, that if embraced, your script will come from your heart.

A. Be an open book. I realize that our past is not something that we are particularly proud of. It's an embarrassment. But, everyone has periods in their past that they are not especially eager to discuss, and they understand and respect when someone demonstrates the humility to discuss such an embarrassment openly and honestly. This is especially true if the people you are talking to have children who are in their adolescent years.

If I was feeling relatively comfortable in the interview, I sometimes pushed the envelope a little. You will have to trust your gut as to the appropriateness of making this reference, but I have at times made statements during an interview to the effect; "If you have children, perhaps you can appreciate the fact that sometimes young people don't always make the best choices." If the person I was talking with had the same propensity for honesty as I was demonstrating, at the very least, this comment generally elicited a rolling of the eyes and slight smile indicating their acknowledgement.

Just lay it out, spill your guts, no hidden agendas and present yourself with all of the cards face up. Give that person the opportunity to fulfill *their innate desire to be a savior*. It will make them feel so good that they will go out of their way to further satisfy their craving to compound the endorphin fix. They will go home and tell their spouse how they are helping someone who made a little mistake, they will tell their friends and co-workers. They will justify your mistake for you.

B. I have emphasized that you need to open up and spill your guts out. This does not mean that you spend an hour discussing your background. On the contrary, you spend a maximum of thirty seconds. This is called my *30-second rule*.

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Spilling your guts out and being an open book is not measured by the volume of your rhetoric, but rather it is measured by the depth of your sincerity.

After providing a very brief but forthright *and humble admission* to the poor choices you made earlier in your life, you immediately slide into the following topics. This is how we dilute our less favorable attributes and highlight our best features.

- i. List all of the positive accomplishments you have made since the time of your behavioral aberration. Right now is a good time to start **physically writing down this list**.
- ii. List all of your talents and skills that could apply to the particular position, and your skills that represent any value to any employer. You may find that they have other positions to which your skills could apply.
- iii. Show the employer your **written goals** and your **written plan** to achieve those goals.

Let's elaborate on each of these topics.

List all of the achievements and accomplishments you have made since the date of your conviction.

Did you graduate from high school or earn your GED? Perhaps you became involved in a rigorous exercise agenda that taught you good self-discipline.

You may have attended and completed various behavioral modification classes for anger management, substance abuse, goal setting, etc. Did you learn a new trade, or receive a diploma or degree in higher education? You may have

become self-educated, taken correspondence courses or simply immersed yourself in reading. List the understandings you have realized from reading.

You may have developed faith in a higher power. It is fine to mention this however, be careful! Playing the religion card is sometimes perceived as a bunch of malarkey. And, if you are talking to someone who is also a person of faith, you better be sincere and know the material. If you don't, all this will do is create skepticism. If your faith isn't a genuine and integral part of your character, then don't try using faith as an empty selling point. *It will backfire.*

List everything you have done that demonstrates a contrast between the person you were, and the person you are, since having made the decision to pursue a new life path. The actions, habits and behaviors you have had since the time of your behavioral aberration is the only thing that defines *the new you* and provides evidence of positive behavioral change. Talk is cheap. You need to back up the claim that you have changed with *evidence of change*.

Every person has value. You know in your heart that you can represent a value to an employer. If you're like most people, you may not have taken the time to **actually write down** what value you bring to the table. ***Now is the time to do that. Start writing it down.***

If you have learned specific trade skills, this is an easy list to make. Irrespective of formal education, there are talents and skills that you have that are valuable to an employer. If you know how to work on your own vehicles, but have never been formally educated in auto mechanics, then you have an ability to understand and learn how mechanical systems function.

Your life experiences have certainly taught you how to perform various functions. Are you a person of patience, capable and willing to learn new skills? Do you have the self-discipline to perform those tasks that you may not necessarily want or like (*called work*), but must perform in order to reach fulfillments and positive conclusions?

What about your attitude? As an employer, I look for people who have the attitude; *"I'm willing to cheerfully do anything that will make your job and life easier."* I look for people who have a positive attitude and are willing to embrace and conquer challenges. Otherwise, all I would be hiring is someone who required a lot of supervision, which just makes my job and life harder.

I want people who do not need to be told what to do but rather, people who do their job, and when they are finished, they go above and beyond and find other things that they can do, which will benefit the company.

If you were hiring someone and paying him or her out of your pocket, what kind

of person would you want to invest in? *Become that person.* Not just as lip service in an interview either.

Remember, all a successful interview does is open a door to an opportunity. What happens after you walk through that door is entirely up to you. When you land the job, *the work begins.* It is now time to perform and prove that you are worthy of promotions and raises, or at the very least, continued employment.

Starting today, **walk around for a month or so with a pencil and paper in your pocket at all times.** Keep paper and pencils next to your bed. Think about yourself, your talents and skills, and the value you bring to an employer. That employer is considering making an investment in you. You need to give an employer the justification for that investment, and you need to generate a solid level of confidence that it will receive a return on that investment.

As I said before, as an employer, I am only interested in hiring and paying people if they will make my life easier. If I have any inkling that a prospective employee will be a complainer, or that they are otherwise coming with a bunch of negative attitude, I'm not interested because they will just make my life harder - then the interview is over. To quote Robert F. Kennedy; *"The future is not a gift. It is an achievement."* Employers want achievers – not just someone who thinks they are entitled.

Develop a written list. Let me emphasize, **written list.** If you don't write it down, you are not going to remember these great selling attributes when it is most important - during an interview.

From your list, you will develop a presentation. You are going to want to memorize and practice your presentation until it flows easily and naturally, with sincerity and conviction from the gut - much the same as anyone practices a speech or sales presentation.

Your presentation needs to create a certain enthusiasm. If you are excited about your new future,(which you will be when you *genuinely* make the decision) then that excitement and your positive outlook will be contagious.

You have good reason to be excited - you have begun a journey that leads to life's rich rewards. You're at the foothills, climbing a mountain that has a pot of gold at its peak. The climb will fill you with the feeling of challenge and accomplishment, create confidence, and it will form your character. You're on stage and under the spotlight during your interview. *Make it an Academy Award presentation.*

Having read thousands of resumes and conducted hundreds of interviews as an employer, there were only a handful of people who had written goals. Of course everyone states on

their resume, "*Goal Oriented*," and gives lip service about their goals. However, when questioned, it becomes pretty obvious that the statement on their resume is only a thin and unsubstantiated veneer. During the interview, it becomes painfully apparent that they are just making it up as they are talking.

Like many employer's, I frequently ask people about their goals during an interview. After an individual had explained their goals, whether it sounded sincere or was just an obvious bunch of rhetoric to create what they perceived would be the desired impression, I would ask to see their **written plan** to achieve those goals.

The number of individuals who were able to produce a written goal plan remains miniscule compared to the number of people I have interviewed. Those who did produce a written goal plan were hired on the spot. Why? Because these are people who are forward thinking and have a plan to actually achieve something moving into the future. These people represent that small percentage of individuals who are *controlling their destiny*.

If an individual has goals, and a genuine **written plan to achieve those goals**, that plan will translate into them working hard and achieving my company's goals. These people are genuinely goal oriented. To achieve their goals, they will need to maintain gainful employment, and they will need pay raises and promotions, which I am delighted to hand out - if they are earned.

I don't give out endurance raises. If a person manages to come to work every day, drink their share of the coffee and breathe their share of the air, and do their minimum job requirements, they are already receiving appropriate compensation. If they want more from the company, the raises, promotions and perks, then it is up to them to demonstrate that they are giving more.

People who have **written goals and written plans** to achieve those goals are creating a greater value to the organization through their own efforts, motivation and attitude.

What is a goal? A goal is a dream with a plan to achieve that dream, and an achievement date. In short, *a goal is a dream with a date on it*.

If money were no object, what do you want? What are your dreams? While you're walking around for a couple of weeks with pencil and paper, **start writing down the things that you want**.

Perhaps you want to buy a new house - one with a swimming pool and Jacuzzi. You might want a couple of nice cars, nice furniture, a nice wardrobe and an entertainment system in your new home.

You may want respect and admiration from the people whom you admire and respect. You want other people to recognize your position in life and the accomplishments you