

Find out the 3 'magic'
ingredients to prepare for any
interview and any question!

Dawn Moss MCIPD

What this talk isn't about!



How do you influence hiring decisions with the 3 'magic' ingredients!?

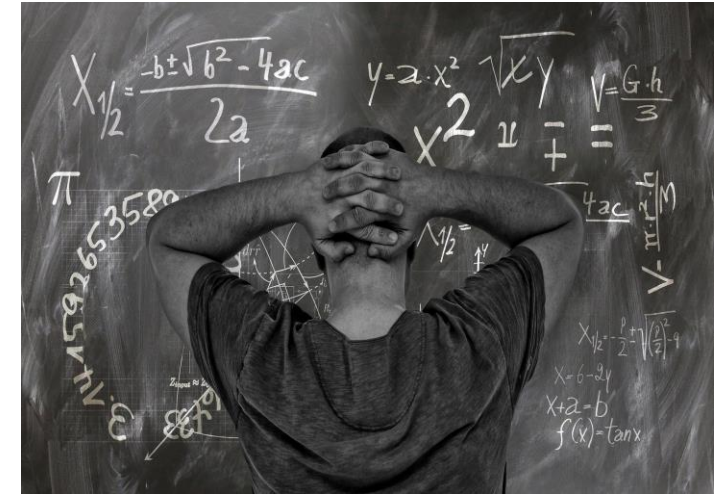
Intuition



Emotional



Logical



Who is Dawn?

- 20 years in the Recruitment Industry
- 12 years as a Recruiter in HR
- Screened approximately 1 million CVs
- Conducted more than 10,000 interviews
- Worked with hundreds of hiring managers in different disciplines
- Worked across different sectors and industries (Public and Private)
- Passionate about partnering, coaching, training, and helping people secure the job of their dreams...

NHS
West Essex
Clinical Commissioning Group



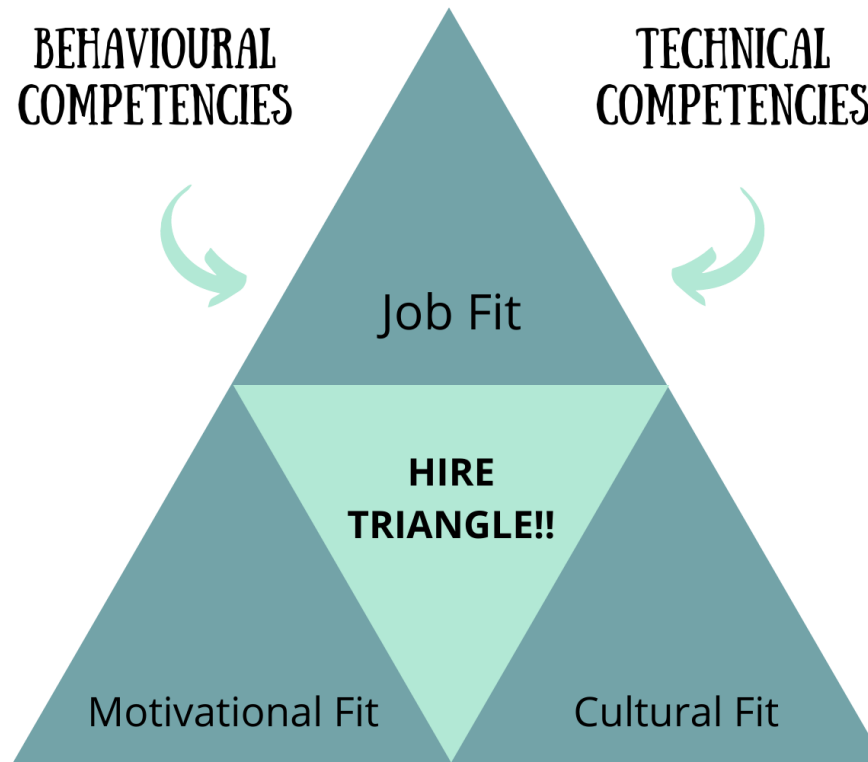
University of Brighton



What are the 3 'magic' ingredients to consider when preparing for an interview?



What are the three 'magic' ingredients to consider when preparing for an interview?



yourinterviewcoach.co.uk

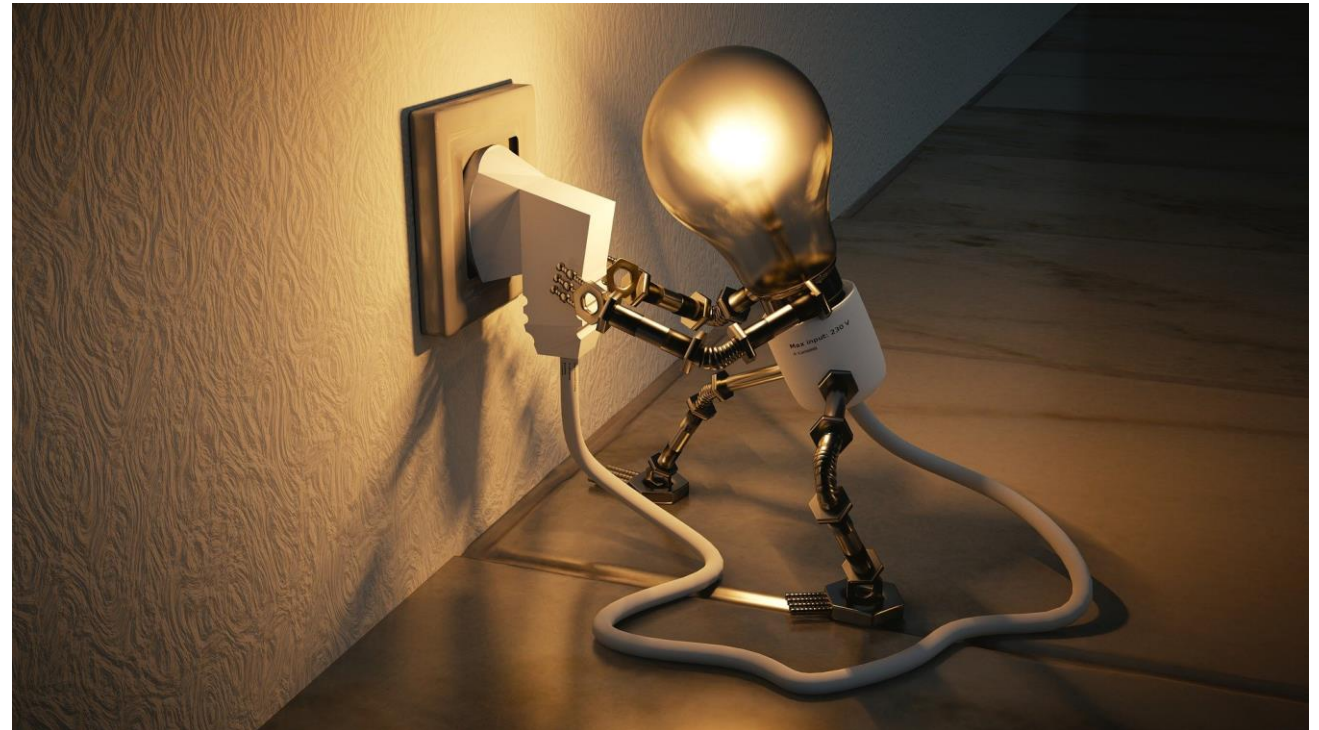
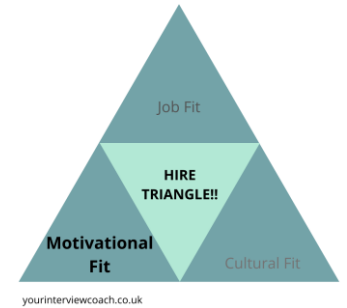
Job Fit = Competency (Fuel)

- Qualifications
- Experience
- Knowledge
- Skills (hard and soft skills)
- I.e. Competencies (behavioural and technical)



Motivational Fit = Commitment (Ignition)

- Enthusiastic
- Keenness
- Career orientated
- Self-driven
- Ambitious
- Passionate
- Energised
- Lively
- Animated



CULTURAL FIT = Chemistry (Oxygen)

- 'How we do things around here'
- Values
- Beliefs
- Attitudes
- Behaviours
- Quality
- Engagement
- Diversity



A serene winter scene featuring a snow-covered foreground with footprints. Several bare trees stand in the middle ground, their branches silhouetted against a bright sunset. The sun is low on the horizon, casting a warm glow over a body of water and a distant forest. The sky is a deep blue, and the overall atmosphere is peaceful and contemplative.

“There are no secrets to success. It is
the result of preparation, hard work,
and learning from failure.”

-Colin Powell