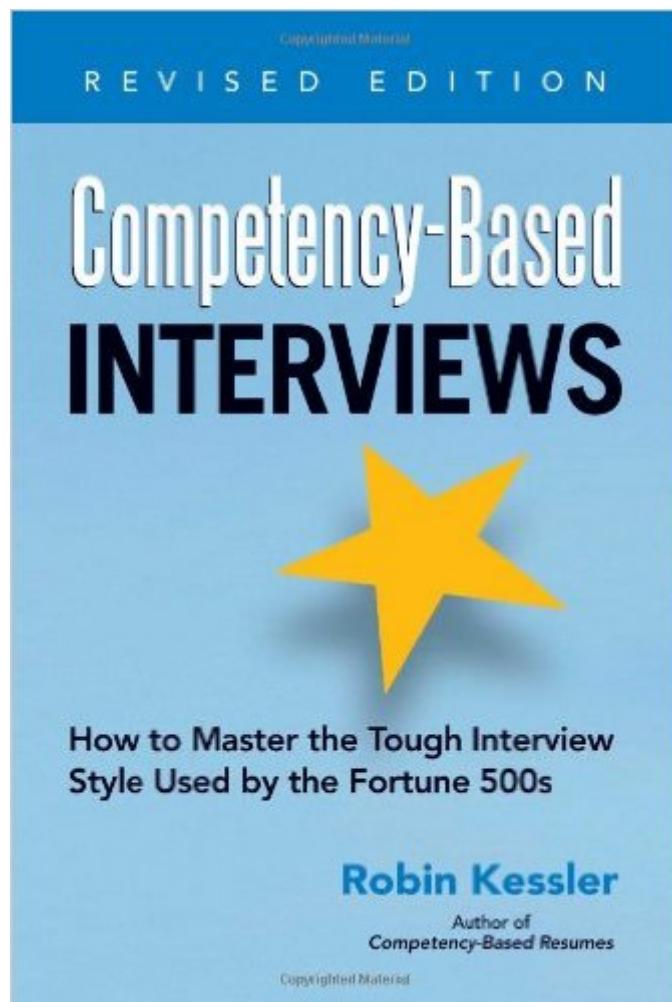


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# Competency-Based Interviews, Revised Edition: How To Master The Tough Interview Style Used By The Fortune 500s



## **Synopsis**

"This book will provide any candidate with a successful game plan to tackle even the most difficult competency-based interview."--Dennis Donovan, former Executive VP of Human Resources, Home DepotPeople interviewing for jobs today often fail because they are using yesterday's strategies. Technology is becoming more sophisticated and virtual assessment centers are being used to assess how strong candidates are in key competency areas. Global competencies are being used to help organizations choose people for international assignments or simply to work on diverse international teams. The best employers are constantly changing the way interviews are done. This newly revised edition of Competency-Based Interviews offers you a new and more effective way to handle the tough new interviews so that you will emphasize the knowledge, skills, and abilities that you have and that employers demand. Preparing for a competency-based interview will give you the strategy you need to:

- Be selected for the most competitive positions
- Win the best job at a new organization
- Get a great first job or internship
- Be chosen for that critical promotion in your current organization
- Take control of your career path
- Increase your salary
- Secure more interesting assignments and more interesting work

## **Book Information**

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## **Customer Reviews**

As a Columbia MBA student, I found Kessler's book really helpful. I've found interviewing at business school very difficult because I'm surrounded by amazingly well-qualified competition!

Interviews are one of my weakest points and I've read a bunch of interview guides in the hopes of finding out what I'm doing wrong. Until this book, I found these guides kind of useless and a waste of money (e.g. the Vault Guide to Finance Interviews). But this book was great. It has changed the way I view interviews and has made interviews considerably less scary. While other books talk about what and what not to say, she focuses more on the approach to your answers. I found this more applicable and practical. Instead of focusing on you, Kessler focuses on the interviewer. She gives the interviewer's perspective and examples of what the interviewer might have in front of him or her during the interview. This gave me a better idea of what interviewers are looking for and how I should structure my answers. Building answers around competencies has made my answers more strong and concise. Kessler also has a section of interview examples and her critiques of the candidate's answers. I recognized a bunch of mistakes I made when I was interviewing for jobs after college. I wish I had this book back then! I'm sure it would have opened a lot more windows of opportunity (or at least ended the job search sooner). These kinds of books tend to stress me out. Kessler's writing is clear and the pacing was just right for someone like me. It was easy to absorb the main points and see how I could apply them to myself. I still got a panic-y feel in my stomach, but much less than I usually get.

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