

WHAT THE EMPLOYER WANTS TO KNOW

RICHARD BOLLES, *WHAT COLOR IS YOUR PARACHUTE?*

Job Search books are full of interview questions, hundreds of them. Richard Bolles makes it easier for the job seeker by reminding them that beneath the dozens and dozens of possible questions, there are really only five basic questions. The person who has the power to hire you wants to know, even if they never ask you directly, the following five basic questions.

Focus your interview preparation on these five questions:

1. **“WHY ARE YOU HERE?”** - Why did you choose to seek a position at this organization rather than some other firm/company?
2. **“WHAT CAN YOU DO FOR US?”** - Do you have skills and knowledge that will be useful to us and help us solve our problems?
3. **“WHAT KIND OF A PERSON ARE YOU?”** – Are you a person who is easy to work with and do you share the values we have in this organization?
4. **“WHAT DISTINGUISHES YOU FROM NINETEEN OTHER PEOPLE WHO HAVE THE SAME SKILLS AS YOU HAVE?”** – Do you have higher standards, do you work faster, more thoroughly, go the extra mile?
5. **“CAN I AFFORD YOU?”** – If we decide we want you, how much will it take to get you, and will that fit into our budget?

WHAT YOU WANT TO KNOW:

1. **“DO YOU WANT TO WORK THERE?”**
2. **“WHAT DOES THE JOB INVOLVE?”**
3. **“DO YOUR SKILLS TRULY MATCH THE JOB?”**
4. **“IF YOU MATCH,** can you persuade the employer that there is something unique about you, that makes you different from 19 other people who can do the same thing?”
5. **“CAN YOU PERSUADE THEM TO HIRE YOU,** at the salary you need or want?”