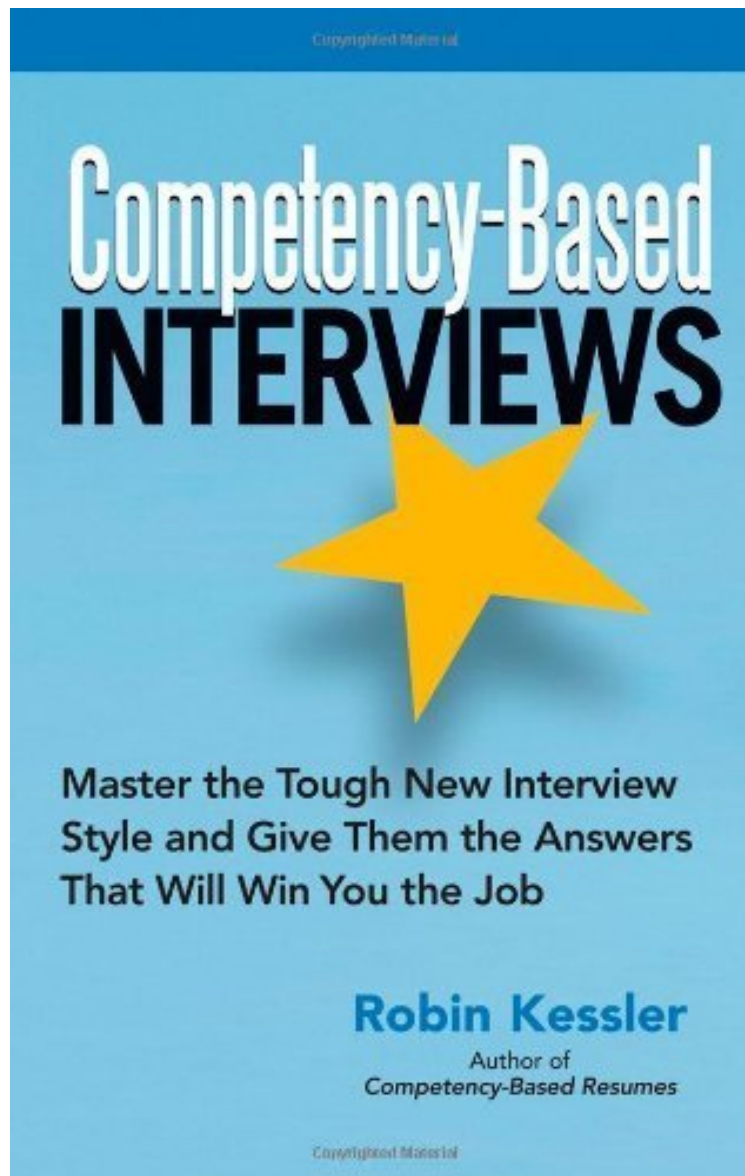


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## **Competency-Based Interviews: Master the Tough New Interview Style and Give Them the Answers That Will Win You the Job**

*Robin Kesaler*

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Have you ever wondered why you didn't get a job offer after an important interview? People interviewing for jobs today often fail because they are using yesterday's strategies. They haven't realized that the best employers have changed the way interviews are done, and it now takes a different strategy to succeed. Competency-Based Interviews shows today's candidates a new, more targeted way to prepare for the tough interviews based on the competencies that the most sophisticated employers are looking for. 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 need. Most sophisticated U.S. and international employers are using competency-based systems to recruit, interview and select employees. Corporations such as American Express, Anheuser Busch, BP, Coca-Cola, Energizer, Federal Express, IBM, and Pfizer are all looking for specific competencies. 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.
- Get more interesting assignments and more interesting work

Most interviewees don't know how to be successful when they are being interviewed by an organization looking for key competencies. Few candidates answer questions so they demonstrate their own critical competencies. Competency-Based Interviews will teach you what you need to master this tough new interview style and give the interviewers the answers that will win you the job.

About the Author Robin Kessler is currently president of The Interview Coach, a human resources and career consulting firm based in Houston, TX. She has more than 20 years experience improving interviews, resumes, presentations and organizational communications as a human resources professional, consultant, career coach and adjunct professor. Kessler co-authored Competency-Based Resumes, the first book to teach people to write their resumes considering the competencies employers are looking for. She received her B.A. and M.B.A. from Northwestern University.