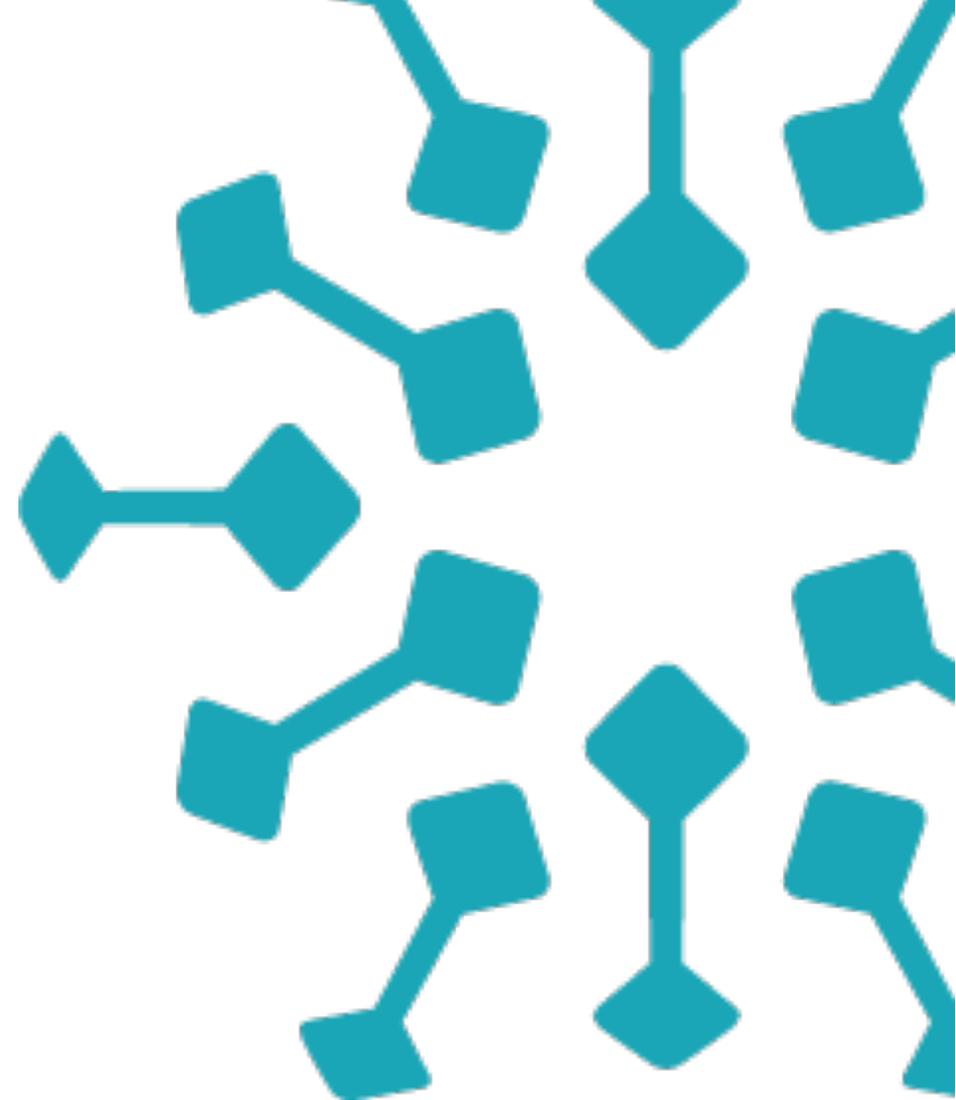


# Interviewing Mastery: Modern Candidate Interviews & Case Studies

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**AGC**  
**NEBRASKA**  
THE CONSTRUCTION ASSOCIATION



**AGC**  
**SOUTH DAKOTA**

# Interview Process

- Current Challenges
- Sourcing Candidates
- The Screening Interview
- ✓ ■ The Formal Interview
- Employee Value Proposition
- Closing the Interview
- Prepare for Onboarding



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# Structured Interview – Key Categories:



- ✓ Pre-Screen
  - Work History Review
  - Job-Specific Accomplishments
  - Job-Specific Competencies & Behaviors
  - Culture and Job Fit



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# Work History Review

Please share an overview of your most recent jobs starting with your current role.



What did you enjoy most about this job and why?  
What parts did you dislike most?



**In the chat:**

**What is another example of a Work History Review question?**



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# Job-Specific Accomplishments

Describe any work accomplishments that you are most proud of



What would your most recent supervisor say your greatest achievement was?



**In the chat:**

**What is another example of a Job-Specific Accomplishment question?**



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# Job-Specific Competencies & Behaviors

Tell me about a recent problem you've helped your manager or team overcome.



A major component of this role is working as a team to complete projects on time. Give me an example of how...



**In the chat:**

**What is another example of a behavioral question?**



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# Culture & People

What types of work environments to you thrive in?



What characteristics makes a great boss?



**In the chat:**

**What is another example of a Culture and People question?**



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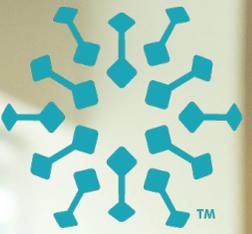
# Interview Tips

- 80/20 rule
- Probe further
- STOP at Red Flags
- Silence is OK



**In the chat:**

**What other  
interviewing tips  
do you have?**



# Case Study #1 - Prescreen

Position Applied: General Laborer

Location: Scottsbluff, NE

Interview Duration: 17 minutes

## EXPERIENCE

- |  |                            |
|--|----------------------------|
| Cook<br>Taher Inc.   Gering, Nebraska  | January 2022 - March 2022  |
| <ul style="list-style-type: none"><li>• Followed established cooking techniques to prepare standard menu options.</li><li>• Prepared meals according to recipe to meet nutrition and portion specifications.</li><li>• Cross-trained to fill in for absent team members and cover kitchen needs.</li><li>• Cleaned and maintained kitchen equipment and tools to comply with sanitation regulations.</li></ul> |                            |
| Senior Logistics Associate<br>Harbor Freight Tools   Scottsbluff, Nebraska   | April 2021 - November 2021 |
| <ul style="list-style-type: none"><li>• Helped keep the floor stocked with product.</li><li>• Worked under my manager to keep inventory accuracy.</li></ul>  |                            |
| Crew Member<br>McDonald's   Gering, Nebraska   | June 2018 - March 2021     |
| <ul style="list-style-type: none"><li>• Maintained high cleanliness and adhered to health code standards.</li><li>• Worked closely with managers and fellow crew members to prepare orders.</li><li>• Prepared foods according to menu standards, safety policies, and company policies.</li></ul>   |                            |



## Let's discuss:

Observations – application review

1. Lateral-movement job hopping
2. Non-promotional job hopping
3. No relevant experience



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# Case Study #1

Speaker 1: Hi, its Interviewer calling on behalf of AGC, regarding an application you recently submitted. How are you doing?

Speaker 2: All right.

Speaker 1: Great to hear, its Friday and it sounds like we will have some warmer weather coming our way.

Speaker 2: Hopefully, yes.

Speaker 1: Well, first, I want to thank you for taking time to submit your application and considering AGC members for your next career move. Do you have a few minutes to discuss your application right now?

Speaker 2: Sounds good. I should have enough time.



## **Let's discuss :**

Observations – what is the interviewer doing?

1. Building rapport
2. Acting with speed



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# Case Study #1

Speaker 1: Today, my goal is to make sure this job aligns with your career goals and makes sense for you. Let's take a quick dive into your work history, discuss the job description, and talk about some of your key requirements. This will help me put you in touch with the best career opportunity whether it's this one or another.

Speaker 1: This opportunity is unique because it allows you to be considered by several heavy highway contractors and construction suppliers across the entire state. These are the biggest and best companies and our goal is to find you the best career fit.

Speaker 2: Alright. Nice. I would have to say that one of my biggest preferences, I guess...more of a requirement for me, is that it is located in the Scottsbluff area



## **Let's discuss :**

Observations – what is the interviewer doing?

1. Setting expectations
2. “Selling” the opportunity



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# Case Study #1

Speaker 1: Great, what else. Tell me more about your hard requirements.

Speaker 2: Other than that, I don't have a whole lot of hard requirements. One of my biggest ones is that it's, you know, not a bunch of traveling or anything somewhere near home.

Speaker 1: Good, so you want to stay local, be home every night, not do a bunch of excessive travelling, and make a good wage. Do you prefer inside work or outside work?

Speaker 2: I have to admit, I don't love the cold so I would probably have a preference for inside work, but I would be willing to do either.

Speaker 1: Tell me a little bit more about what you enjoy doing.



## Let's discuss :

Observations – what is the interviewer doing?

1. Probing
2. Rephrasing
3. Determining motivation
4. Culture/job fit



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# Case Study #1

Speaker 2: I like to think I work well with other people, but I also work alone. I figure with construction type stuff, it is definitely more group work. I'd like to find a job that I think that I can enjoy and something that I think I'd be a good fit for life.

Speaker 1: What I'm gathering is you're still trying to figure out what type of career path is right for you. Tell me what you have enjoyed about your previous jobs.

Speaker 2: Dialogue...

Speaker 1: Of all the things you've done in the past, what have you enjoyed the most?

Speaker 2: Dialogue...

Speaker 1: Tell me some more about your most recent job. What did you like and dislike about it?



## Let's discuss :

Observations – what is the interviewer doing?

1. Determining motivation
2. Brief work history review
3. Probing



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# Case Study #1

Speaker 2: I don't love the cold

Speaker 2: It's kind of frustrating when you want to, you know, please the customer. But you can't really go any faster than you're already trying to.

Speaker 2: I don't like saying things that don't necessarily seem nice, but it seemed a lot like she didn't like having me there.

Speaker 2: I was going to be putting in my two weeks because I prefer to do that, but....

Speaker 2: I tried to avoid missing work because it also inconveniences them....

Speaker 2: I was having some unexpected car issues, which I still have not resolved.



## **Let's discuss :**

Observations – what is the interviewer doing?

1. Identifying Red Flags



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# Case Study #2 - Interview

Position Applied: General Laborer

Location: Norfolk, NE

Interview Duration: 18 minutes

**Current Employer**  
Norfolk iron an metal

**Job Title**  
Trailer tech

**Start Date - Current**  
08/30/2021

**End Date - Current**  
02/23/2022

**Job Duties**  
crane operator lifts steel up and I guid it on to the trailer and strap it down

**Recent Employer 1**  
Spoiler foundations

**Job Title - 1**  
Construction laborer

**Start Date - 1**  
03/07/2018

**End Date - 1**  
08/20/2021

**Job Duties - 1**  
Built basements lifting 100lbs all day putting wall forums together and pouring concrete and digging foundations



**Let's discuss:**

Observations – application review



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# Case Study #2

Speaker 1: Are you still currently working over at Norfolk iron?

Speaker 2: Yeah, I do overnights and I can't do overnights like I used to. It used to be 10 – 6 but now I'm working 6 – 6 on third.

Speaker 1: Ok, so you're looking to make a move away from nights? What types of opportunities are you looking for?

Speaker 2: Yes, I'm not really sure but I'm more of a construction guy instead of warehouse. I like working outdoors.

Speaker 1: Tell me more about that. What types of jobs have you done outdoors before? What did you enjoy about it?



## Let's discuss :

Observations – what is the interviewer doing?

1. Determining motivation
2. Probing
3. Job fit



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# Case Study #2

Speaker 2: I just want to be comfortable with who I am with and just work with good people.

Speaker 1: When you say, “work with good people,” what does that mean to you?

Speaker 2: Just people I can get along with well.

Speaker 1: Tell me more about that.

Speaker 2: I get along with people well, but just, I like to get the same energy back from them.

Speaker 1: Have you ever been in environment where you didn't like the people or manager?



## **Let's discuss :**

Observations – what is the interviewer doing?

1. Culture and job fit
2. Probing, clarifying



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# Case Study #2

Speaker 1: If I was to have a conversation with any of your past supervisors, what do you think they would say about you?

Speaker 2: I'm a hard worker. I grew a lot and improved a lot from when I first started. I'm dependable and easy to work with.

Speaker 1: What makes you easy to work with?

Speaker 2: Good humor. Not too talkative.

Speaker 1: You mentioned you've improved a lot. Tell me a little bit about that.

Speaker 2: When I first started building foundations, it was tough. I went from a medium job to lifting 100 pounds all do. I just got my muscle up and got better.



## Let's discuss :

Observations – what is the interviewer doing?

1. Job specific accomplishments
2. Culture fit
3. Job-specific competencies



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**Reflect: What interview questions will you implement into your interview process?**



**In the chat: Share one question you will utilize in future interviews**



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***What questions  
do you have?***

