

MICHAEL AMON'S
**KILL THE
INTERVIEW**



Kill the Interview

The Definitive Guide to Getting the Job You Want

By
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Are you sick and tired of watching the jobs you want, and are the best candidate for, get handed to people who aren't nearly as smart or as qualified as you?

Have you ever felt the elation and rush of feeling like you nailed an interview, only to feel the crushing and shameful defeat of opening a rejection letter a week later?

Isn't it incredibly frustrating that your talent is being overlooked?

Want to know why?

The answer is simple. The people who got the job killed the interview. They walked into the company, and made the interview their bitch. You did not. They win. You lose.

It sucks. But it doesn't have to anymore.

Fortunately for you, the interview process is simple to hack. Follow the techniques in this book and you will have companies fighting over who gets to hire you. Harvard grads who dared oppose you will be the ones sitting on their couches, holding a rejection letter with a confused look on their face while you are cashing a substantial hiring bonus check.

The methodology in this book will allow you to change your life and get the job you deserve and want. In order to benefit from this methodology though, you will need to throw everything you know about interviewing out the window. Most of what you have been taught, and what you think about interviewing is absolutely wrong and **does not work**.

The techniques in this book will seem counterintuitive. They will feel wrong. They will make you question the wisdom of gambling your professional fate on processes that don't make sense to you.

You have a choice. Hold onto your preconceived notions about how to interview. And **keep failing**. Keep sitting on the couch formulating excuses for your family and friends. Keep blaming the system, or your alma mater, or your political party, or any other convenient reason for why you were overlooked.

Or be courageous! Be bold! Take the actions that ordinary people will not and seize the moment. Take ultimate control of your own destiny and take the job you want. The techniques in this book will change your life. They work.

How do I know they work? I have spent the last twenty years interviewing literally thousands of professionals for jobs with large global organizations. I have interviewed undergraduate candidates, MBAs, experienced industry professionals, on-campus, off-campus, and every other permutation you can imagine. In fact, I even provide "how to interview" sessions for a top-ranked business school.

I have seen every bad interview possible. Grown men sobbing like a four year old denied a Twinkie, a woman literally having her skirt fall off during the interview, being physically threatened, being called names, long blank stares, ridiculous responses.

And I have seen the most unlikely candidates kill it. Completely impress me and have me willing to do anything to hire them and get them on my team.

Years of watching and analyzing the folks who win in an interview vs. those who fail miserably has allowed me to isolate very specific behaviors and actions that work. Every time.

I will now share those with you. Follow this path and you will have the job you want and the life you crave.

The Interview Process

In order to hack the interview process, it is helpful to understand how it works for most organizations. While there are countless variations, the majority of interviews follow the same basic approach. There are two steps – the screen and the in-house.

The Screen:

The screening interview is where an open position exists. Someone collects resumes submitted for that position, reviews them, decides which resumes seem to support the needs of the position, and then schedules an initial screening interview. Sometimes these are done over the phone, or sometimes in person (more often in person when hiring people directly out of undergrad or graduate school). These interviews are generally not more than thirty minutes long. They are often done by a human resources or recruiting professional, not necessarily by someone who will be involved with the position that is open.

The In-House:

The lucky candidates that pass the initial screen are invited to interview on site with the organization. These interviews are generally more intense. You can expect to interview with a minimum of three or four professionals, ranging from thirty minutes to an hour in length for each interview. Generally you will be meeting with people who are more heavily involved with the day-to-day activities of the position, as well as more senior people within the organization.

Many organizations treat the in-house interview process as a way to dig down deeper on specific topics. For example, you may have three interviews: one that evaluates your technical skills (define technical any way you would like), one may evaluate culture fit, and a third may evaluate your communication skills.

Fortunately for you, once you learn the specific steps to kill the interview, you can treat all of these interviews exactly the same. You will understand the specific actions you need to take, and then it is simply a matter of calibrating the steps slightly depending on what type of interview it is.

Another important thing to understand is the way in which you will be interviewed. Most organizations use a behavioral or case study method of interviewing. This generally means you will be asked open ended questions like:

- Tell me about a time when you had to work with a suboptimal team.
- Tell me about a time when you had to quickly learn a new skill or technology.

The bulk of the current marketplace advice on how to deal with behavioral interviewing techniques focuses on teaching you how to tell stories. In other words, they will tell you to prepare a few situations in advance, and then look for opportunities to tell your story.

THIS IS WRONG!

If your goal is to look and act exactly like every other candidate, and bore the interviewer with long stories then you should do that. If your goal is to kill the interview and get the job you want, you will need to do something much, much different.

This book will show you how.

Over the years, in addition to hosting thousands of interviews, I have also coached many people on how to kill the interview. Here are a couple of stories from people who have followed this approach.

Story Time

Story One: The Big Four

I had the opportunity to meet a young man who was an undergraduate student at a large university, and was the first person in his family to go to college. Understandably, he was a little insecure in his own value. His main goal in going to college was to come out and get a job that might pay \$50,000 a year.

He asked me for my advice about what he should do for a career. I asked him why he didn't want to try for a starting position in the big leagues, i.e. the Big Four. He responded with the typical excuses. I don't have the background, I'm not smart enough, those jobs are only for the top 1%, my GPA isn't very good because I had to work to put myself through school, etc.

I stopped him abruptly, and called him out. In today's economy the skills needed to succeed are far more than academics and GPA, or family background. I told him he was doing himself a grave disservice if he didn't at least take a swing at the majors. He would regret having a subpar professional existence his entire life if he didn't at least try for it.

I then informed him that the big firms see a lot of candidates who look very similar and that the largest arbiter of success (particularly for undergraduate candidates) was the interview. I coached him on this method, and to his surprise, he landed the job offer over twenty other candidates. All of which had a higher GPA than he did.

The last time I spoke with this man, he had been at the Big Four firm for three years. He was strong and exuded professional competence and confidence. He was working on large important clients and was well on his way to professional success.

Story Two: Grad School

I was approached by a lady who wanted to go to a professional graduate school. She had a few problems: she had no educational background whatsoever in the field she had chosen, she had no professional experience in that background, her scores on the entrance exams were not impressive, and she was applying to a top fifty school. Fortunately for her, she had somehow garnered an entrance interview. She knew that I gave people advice on how to kill the interview, and so she asked me for help.

I coached her on the methodology of how to kill the interview, and we did some role-play. I gave her specific instructions on how to prepare (I will give these to you as well). She was very skeptical, but I convinced her that there was nothing to lose. This was a long shot at best, so she might as well trust me and give my method a shot.

At the end of the entrance interview, the school basically offered her a position on the spot and followed up quickly with an offer letter and a scholarship. She delayed a bit in accepting the offer. Within two weeks the school followed up with an additional offer, offering her a much larger scholarship and a leadership position for her entry class. She of course accepted, and is well on her way to a long term successful career in her chosen field.

Lessons learned: It isn't about grades, or experience, or background, or any other criteria. It is about who you are as a person that determines if you get the job. The ONLY way to communicate that is to DEMONSTRATE it, not say it, in the interview.

Everything You Know is Wrong

We have been taught that an interview is our chance to tell the interviewer how awesome we are. We spend countless hours prepping, boning up on stories, reviewing our technical skills, etc. Then, the interview goes something like this:

You walk into the room and get asked to tell a little bit about yourself. You confidently run through your resume, and then wait for the next question. The interviewer asks a couple more questions, which you respond to with more detailed information. You then wait for the next question. Pretty soon the interview is over. They thank you for your time and you go home and sit there waiting for them to get back to you.

Sound familiar? I bet when that happened you didn't get the job. The lesson there is *that approach does not work*. Why not? The simple answer is that the way to kill an interview is not to **tell** them how awesome you are, but to **show** them how awesome you are. Pay close attention here: you will never, ever, ever ever accomplish that with lengthy details and stories about your background.

Picture this scenario: you need to get your wisdom teeth removed. You research dentists, check their Yelp reviews, and schedule an appointment.

Scenario One:

You meet the dentist and tell him or her that you want your wisdom teeth removed. He responds by explaining how he graduated at the top of his class at a highly ranked dental school, and how he has over five years of performing wisdom teeth extractions, and how he regularly attends seminars on wisdom teeth extraction, and how teeth are a big passion of his and he also writes a blog on wisdom teeth procedures.

Scenario Two:

You meet the dentist and tell him that you want your wisdom teeth removed. He smiles confidently and asks you to show you where it hurts, and why you think you need them extracted. He asks several more questions and then sits back and explains exactly how the process will work.

Which dentist do you feel more comfortable with? Which dentist do you hire?

This is the counterintuitive part. Dentist Number One spent a lot of time justifying why they were a good dentist. Dentist Number Two did not. He showed why he was a good dentist. In any normal social situation, we generally are leery of people who need to over-explain or try very hard to justify their own expertise or knowledge. Yet in an interview we are told to do that exact thing.

Then, like Dentist Number One, we wonder why we didn't get the job.

Another big mistake that people make when they are preparing their stories to answer behavioral interview questions is they get married to a story. You have a story that you

believe is a great example of what a strong candidate you are. You have rehearsed this many times, and are excited to get the chance to tell it. Then, you shoehorn this story into a question where it doesn't quite fit. This is highly evident to the person interviewing you. You feel like you got the chance to tell your great story, but in reality what you have done is torpedoed yourself.

Side note: we interviewers know that you have been rehearsing stories. We can tell when you are just running through your prepared remarks. When faced with this situation, I often will wait for the story to be finished, and then follow up with "Great, can you give me another example?" This typically throws the candidate for a loop, and allows me to assess their ability to think through a question and give me a real answer, as opposed to a pre-prepared one.

This brings us to the three basic rules of how to kill the interview.

The Three Basic Rules

Rule 1: Whoever talks the most loses.

Keep this in mind at all times. Your goal is to talk less than 50 % of the time. In fact, the optimal ratio is probably about 35/65, with you talking 35% of the time.

Rule 2: The 60 second rule.

One of the biggest mistakes to make in an interview is going on and on with a response. Trust me, if the interviewer wants more detail he or she will ask for more. The interviewer can't ever ask for less. Your answers for the most part should be less than a minute long.

Rule 3: Use String Theory

After every response you give, string a question onto the end of your response. This is the primary tactic you **will** use in order to keep the interviewer talking more than you. We will explore this in more detail.

Those are the three basic rules, and correspondingly the three basic tactics you will follow in order to kill the interview. In addition, there are three primary themes that you want to try to communicate throughout the interview (I will show you how to weave these into your approach).

Theme 1: You are deeply committed to your continued growth and professional development

There are jobs, and then there are careers. I assume that if you are trying to get a job as a greeter at Walmart then it probably doesn't matter how much you grow as a professional. However, for any large organization in today's knowledge-worker economy, your value to the organization increases as you develop additional skills. Companies want to hire people that want to grow within the organization, thereby increasing their value to the organization.

Theme 2: You understand the company, and the industry you are interviewing for

Imagine you are interviewing for a position at Apple, vs. a position for a Big Four accounting firm. Talking about disruptive innovation and breaking the mold might go over very well at Apple, but will scare the hell out of the Big Four accountants. Also, knowing how the company operates is important. I often ask questions like "what group within our organization do you feel like you would be the best fit for". Note: I already know what group they are interviewing for and what group I think they are the best fit for; my whole point in asking this particular question is to see if they can tell me a little bit about my company. This helps me separate out the people who are treating the interview seriously and doing their homework from the people who are only browsing.

Theme 3: You want the job badly

There are times to play it coy, and there are times to be aggressive. The interview is aggressive time. There is absolutely nothing wrong with stating "I really want to work

for this company”. The key is that you want the job badly for very specific reasons. For example:

“I really want to work for this company because you are the most respected company in your industry.”

“I really want to work for this company because your reputation is that you help your employees achieve excellence.”

You don’t want to come across as needy, so be careful with how you tee this one up. Imagine you are the number one draft pick of college basketball players. Even though you are the absolute best at what you do, you might really want to play for the Lakers, because of their history of excellence and developing champions. It is perfectly fine to state that. If you do it right it will not come across as needy. It will come across as “I am a champion, and I want to align myself with a champion company”.

At my organization, we refer to this as the “fire in the belly”. Many, many times we have selected a candidate over other candidates specifically because they have demonstrated a much stronger fire in the belly.

The Rules Expanded – Rule #1

Whoever Talks the Most Loses

This is going to feel counter-intuitive. We have been told that the interview is where we need to tell the interviewer what a great candidate we are. The way to do that is by seizing the opportunity to go into lengthy detail about everything we have done, and all of our qualifications. However, remember that much of your educational and work background is on your resume. You don't need to regurgitate information that is already known. The fact that you have landed the interview in the first place means that your background is sufficient to allow you the opportunity to interview with the company. There isn't a need to go through it all again in inordinate detail. The interviewer is experienced and will continue to probe if they feel like they have not gotten enough information about a specific area.

A side note on resumes: This book is not intended to teach you how to craft the perfect resume. There are a ton of books on this already, and frankly, hiring decisions are never based on a resume. In fact, it is entirely possible to interview for a position without a resume. In order to get the job, you have to kill the interview. Bottom line: resumes are helpful, but the best resume in the world will not get you the job.

Why does talking the most make you lose? Simply put, when you are talking, all you are doing is communicating data. There isn't any calibration as to what the data is, or if it is relevant to the listener. Imagine that you meet someone at a party, and ask them how their day is. In response, you get a five minute discourse on how they woke up, and made coffee, and then went to the store but the store was crowded, so the line took forever and on and on. How long would it take before you quit listening? Probably not long before you made some excuse to get out of that situation and go talk to someone else.

The interview process is the same. When I ask a candidate to tell me about themselves, I don't need to hear their life story in detail. I only have a small amount of time to make up my mind as to whether or not this person represents a good fit for our company and that particular role. More details are generally not very helpful.

Rule # 2 – The 60 Second Rule

Rule #1 dictates that whoever talks the most loses. Most interviews will be either thirty minutes or sixty minutes in length. In a thirty minute interview, if you give five minute responses, you will only have time to respond to three or four questions. If this happens you are done. You will leave the interview feeling all “Hell Yeah! I got to tell my prepared stories! They will love me for sure.”

The reality is that you haven’t differentiated yourself from any other candidate. And believe me, your stories aren’t that awesome. Your stories are pretty much the same as everyone else’s. At that point we might as well be hiring by who is the tallest, or whose name is first alphabetically, or any other irrelevant criteria.

Have you ever spent the evening with someone who is a blowhard? Someone who monopolizes the conversation with long winded stories about themselves? It is even worse when you are in a situation without an exit – e.g. you are meeting your significant other’s father for the first time. You smile, nod politely, and desperately count the minutes until you can get the hell out.

This is how you come across in an interview when you are giving long answers. Do you want to be that person? Does that person get hired? No. They do not.

You have the power to change this paradigm. By giving shorter answers in an interview, you are able to communicate much more information over the course of the interview. You can calibrate against their needs. You are able to engage in deeper dialogue. You will radiate maturity and confidence. And you will **Get. The. Job.**

More importantly, by giving shorter answers you will be able to easily manage the most important rule of all: stringing a question onto the back of your answer.

Rule 3: Use String Theory

String Theory is the single most powerful technique you will use to kill the interview. This method can be deployed very successfully in almost any professional or social situation. Where it really shines is in an interview. String theory is simple. You string a question onto the end of every answer you give.

The key here is to understand how to use this technique. You definitely don't want to immediately respond to a question with a question. This will come across as being difficult, or worse, argumentative. To use this effectively you will need to remember Rule #2. First, answer the question with a short sixty second response. Then, immediately follow your response with a pertinent question. See how this is used effectively:

Scenario One:

Interviewer: "Tell me about a time when you had to work with a suboptimal team."

You: "Well, in my prior position we had a workgroup of five people. One of the people on the team was always late with their deliverables. I took leadership and . . ." blah blah blah for the next five minutes.

Scenario Two:

Interviewer: "Tell me about a time when you had to work with a suboptimal team."

You: "At my prior company we worked primarily in teams. That was an integral part of our culture. I've worked on many teams, some good, and others not as effective. *Does your company drive most of its productivity through teaming?*"

Interviewer: "Why yes, in fact we do. We generally have teams of six to eight people working on projects together."

You: "That's great, I really enjoying working in teams of that size. *How do you typically decide the staffing of teams?*"

And so forth.

By now you should be starting to appreciate the power of Rule #3. If done well, you will only answer the first or second question of the interview before engaging in a true dialogue. You will have displayed leadership and the ability to control the interaction. You will not come across as having to over-sell yourself. More importantly, you will be able to avoid one of the *biggest* downfalls you can make in an interview – selling something the interviewer doesn't want.

Imagine in Scenario One above that you had spent five minutes describing in detail all of the ways in which you have worked in teams, how you dealt with poor teams, and how you eat and breathe teaming. What happens if the company is trying to fill a position which isn't team based, and requires a self-starter who can work effectively alone? By giving the Scenario One answer you have talked yourself out of the position. In Scenario Two, you can drill down on what their needs and requirements are. Once you better understand those, you can couch your answers more effectively.

I have been in countless interviews where I have asked a question specifically to try to rule a candidate out, such as if I am interviewing for a position that requires no travel. I may ask the candidate if they prefer travel. If the candidate responds with a lengthy discourse on how they live for traveling, in my mind I am thinking that this candidate will likely be unhappy in the position I am interviewing for. A much better answer could be: "I am an experienced traveler and am certainly open to travel if the position requires it. *How much travel does this position typically require? Where to?*"

String Theory works. It forces the listener to engage. It disrupts people's patterns of interaction, which makes you stand out. While this is enormously powerful in an interview situation, the principles of String Theory are broadly applicable to almost any social situation. This makes the technique very easy to practice.

Make a goal to spend tomorrow answering every question you receive with String Theory. You will be amazed at the results. For example:

Barista: "What would you like today?"

You: "I was thinking about a latte, but want to try something new. *What do you recommend?*"

Barista: "Oh you gotta try the new seasonal blend. It's great."

You: "Awesome. *What's good about it?*"

While you are trying this out, really push it. See how far you can go with stringing questions on. You will find that even in transient encounters such as the coffee shop sale you can easily get three or four exchanges in the short amount of time you interact. When you try it in a situation where you have already committed to sitting down with someone (such as a meeting or an interview) you may literally go back and forth twenty times on an issue. This is how real, self-actualized adults interact with each other. A mutual exchange of information and ideas.

Don't Forget Your Themes!

There are three rules to killing the interview, but there are also three primary themes that you need to communicate to the interviewer. We stated these earlier, but here they are again:

- *Theme 1: You are deeply committed to your continued growth and professional development*
- *Theme 2: You understand the company, and the industry you are interviewing for*
- *Theme 3: You want the job badly*

How does one effectively communicate these themes? You could simply tell the interviewer. Literally state: "I want this job badly" for example. However, we know that demonstrating a theme to someone is far more effective than telling a theme to someone.

Imagine you meet someone and they tell you they are strong. You may believe it. Imagine you meet the same person and they show you how they can bend an iron bar. In which scenario do you have a greater sense of belief in that person's strength? Clearly the second.

This translates to the interview process as well. A good candidate will follow the three rules, and will stand a good chance of getting the job. A great candidate will follow the three rules and will **SHOW** (not tell) the interviewer the three themes above. The great candidate will get the job over the good candidate every time.

How does this work? There is no magic or mystery here. All you will need to do is manage String Theory well by focusing on **what questions you ask**. If you string the right questions onto your answers, the interviewer will absolutely know that you are committed to your own growth, you understand their company, and you want the job badly.

I will now show you how this works using our teaming question as an example:

Theme 1 – You are committed to your own growth:

Interviewer: "Tell me about a time when you had to work with a suboptimal team."

You: "At my prior company we often worked in teams, and team dynamics are always interesting. I've been on great teams and other teams which weren't as effective. One of the things I have focused on lately is continuing to increase my effectiveness in teaming. *Does your organization have any formal training programs for increasing team effectiveness?"*

Theme 2 – You understand the company:

Interviewer: "Tell me about a time when you had to work with a suboptimal team."

You: “At my prior company we often worked in teams; teaming was an integral component of our corporate culture. You know, I saw that Fortune magazine recently rated your company as one of the top 100 places to work. *Is that related to your cultural approach to teaming?*”

Theme 3 – You want the job badly:

Interviewer: “Tell me about a time when you had to work with a suboptimal team.”

You: “At my prior company we often worked in teams. I have worked in various capacities within a team, both as a leader and as a member of the team focused on specific tasks. *Based on what you know about my experience and skills what team role are you envisioning that I would play for your organization?*”

You can see that by simply changing your string question you can change the dynamic of the discussion and the theme that you are communicating. Your strategy, therefore, is to make sure that over the course of your thirty or sixty minute interview you communicate all three of the key themes. The best way to do this is to have a list of well thought out string questions prepared in advance. You can then select ones that best fit the situation. Here are some examples to get you started:

Theme 1: You are deeply committed to your continued growth and professional development

- What types of training programs do you offer internally?
- How do you manage performance evaluations?
- Does the organization have any formal mentoring programs?
- How does the company stay on top of all the emerging technology advances?
- What type of rotational programs do you offer?
- What is a typical career path a candidate like me might experience?
- What are your expectations for someone with my background?
- How have others been successful in this role?
- What types of challenges does a new hire typically experience? How are these typically overcome?
- How do you effectively assimilate new hires into the organization?
- Are there any specific certifications you expect professionals in this role to acquire?

Theme 2: You understand the company, and the industry you are interviewing for

Note: To maximize your effectiveness in communicating this theme, you should spend an hour or two on Google in advance of the interview. You want to understand several things: the organization and structure of the company you are interviewing for, what products and services they offer, who the main competitors are, and what key trends are going on in this industry. Recognize that you don’t need to be an expert in these items. In fact, trying to show expertise in these areas is probably not a good idea because

whoever you interview with will have a far greater understanding than you. All you need to demonstrate is that who have done your homework, and you have a basic understanding and comprehension of the issues. The corporate website should have most of this information; pay special attention to the Recent News section as they generally will communicate the information the company thinks is most critical to their business.

- Which division/department (quote acronyms if you know them) does this position sit in?
- How is your organization dealing with (proposed tax law, technology shift, global issue)?
- I noted that your organization was currently ranked XXX? How did you accomplish this? What factors are driving this?
- What do you think differentiates your company from XYZ competitor?
- How is Product A changing to address this industry trend?
- I noted that your corporate growth has slowed (increased) over the last couple of years. What is driving that shift?
- How has the recent merger/reorganization affected the organization?
- How does this position interact with other corporate division A? Do you team together?
- I noted that you are currently spending a lot of resources on Big Project A. How is that going to change the business?

Theme 3: You want the job badly

- When are you looking to make this decision?
- Based on what you know of my background, how well do you feel I meet your requirements?
- How soon do you want someone to start in this role?
- Where are you looking to place this position?
- What other steps need to be taken before you make the decision?
- What haven't we talked about that is critical to your decision making process?
- Who else do you think I need to meet with from the company?
- Would I be able to talk to my predecessor to get a deeper understanding of what this position entails?
- What areas would you suggest I do more research into prior to starting?

Obviously these questions are only a starting point. Take the time to customize them and make them your own. I recommend that you don't go overboard with this. A well thought out list of twenty to twenty-five questions will be more effective than a comprehensive list of one hundred questions. You probably will only have a chance to use ten or twelve at most in a standard interview. Remember to mix and match as well. It doesn't matter as much which ones you use as long as you do a good job of communicating all three themes.

Some Final Thoughts

Here are some additional tips to sharpen your approach. The most important elements to follow are the three rules and the three themes, but these can help refine your overall interview game.

- It is perfectly fine to say that you don't know the answer to a question. You are better off saying you don't know and stringing a question on the back end than trying to guess or give a fluff answer. For example: "Which division do you feel you are best suited for?" "I don't know. *Could you help me better understand the difference between Division A and Division B?*"
- If you are going through multiple interviews with different people it is fine to use the same string questions. It may feel funny to you to be asking the same questions of different people but despite your own sense of self-importance I guarantee you that there isn't going to be a detailed debrief where everyone gets together and analyzes each of your answers to each question.
- Ask for informational interviews in advance. If you know you are going to be interviewing with a specific company, check your LinkedIn network and/or your college alumni network and reach out to people who work there and ask for informational interviews. You can get some great intel on the types of interviews you will have and the types of questions that will be asked. You will also be able to get a more detailed view of the industry and company specifics that may be important.
- Google yourself. I guarantee you that whoever is managing the interview process will do so. You need to know what information comes up. Do this today. And then go into your Facebook account and manage your privacy settings, untag yourself from postings that aren't flattering, delete posts you have made which aren't professional, etc.
- Manage your appearance. I personally believe that it is hard to go wrong with a suit and tie (or a suit for women), but I recognize that this could backfire if you are interviewing for a position with a start-up. Try to understand what the corporate dress code is and then show up one notch higher than whatever that is.
- A final thought on body language. An enormous amount of information is communicated through body language and there is more than enough material there to fill a book on that topic alone. You don't want to get too hung up on trying to remember a million little details about body language, so I will give you one simple technique to follow. If you do this you will be fine, and it is easy to remember. When you first enter the interview, take a seat and put your feet flat on the floor with your toes pointed at the interviewer. Then, put the palms of your hands flat on the table in front of you (or on your thighs if there is no table). This will force you into an effective posture. If you find that during the interview you have shifted out of that position, just slowly return to that same position. Practice this in advance, in social or business situations, so it becomes easy to get into that mode. It might feel funny to you at first, but just hold that position. It will make you come across as calm and self-assured. Think about movies that you have

seen – who comes across better? Clint Eastwood being solid and calm? Or Chris Tucker, bouncing all around? You want to portray more Eastwood than Tucker.

Closing

Now you have learned the three rules and three themes of interviewing. If you follow these you will kill every interview you have. You will stand out from every other candidate.

This methodology and these techniques may seem strange to you. They may seem counter-intuitive. I promise you – they work.

Practice makes perfect. Take some time to work on these techniques every day for a week and you will find that by the end of the week they will be second nature.

Good luck! When you land the job of your dreams feel free to send your success stories to me at michaelamonbooks@gmail.com or follow me @MichaelAmonBook.