



The Job Interview

During the interview, you want to show that you can work well with all ages and that everyone can learn from one another and respect each other.

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If you get a job interview this generally means you are qualified to do the job. The hiring manager wants to confirm your qualifications and make sure you are a good fit for the job and the company. If you haven't interviewed for jobs recently, you will want to make sure you take time to prepare for the interview.

First, it is important for you to make a connection with the people who are interviewing you. Second, frame your responses to the questions in ways that show hiring you will benefit the organization. You can accomplish this by researching the company before the interview and practicing your responses to questions.

Interviews can be stressful. Keep in mind that interviewers are trying to impress you just as you are trying to impress them. View the interview as an opportunity for both parties to gather information to determine if it is a good match.

Listen carefully to the questions and make sure you answer them directly.

For older workers, the interview is a great opportunity to dispel stereotypes and myths. Demonstrate that you are positive, energetic, dedicated, and that you will contribute to the success of the company. Show that you are technically savvy by incorporating your computer skills into your answers and show that you are energetic by talking about physical activities you pursue. Emphasize that you are flexible and open to learning new things.

There is a good chance interviewers will be younger than you are. Do not talk down to them or say that you won't need any training for the job. You have an opportunity to show that you can be respectful and work well with younger people, including a supervisor who is younger than you are. Do not have the attitude that since you are older you know more than your younger peers. You want to show that you can work well

with all ages and that everyone can learn from one another and respect each other.

Preparing for an Interview:

- Interviews are fairly predictable, so practice. Have a friend give you questions such as “Tell me about yourself.” The more you practice the better your interview will go. Also practice answers for questions such as “Do you think you’re overqualified?” Even if the interviewer doesn’t ask this question, you may want to address it if you think it might be an issue. For example, you could say, “I am very excited about the opportunity to work in this job and to continue learning while I utilize my current skills and abilities.” Talk about how you like to learn new things, a new skill you have learned recently, your strong work ethic, and the range of skills and knowledge you bring to the job.
- Don’t talk about your “many years of experience.” Focus instead on your successes at work.
- Think about your most important accomplishments and skills so you can focus on those things during the interview, and make sure you communicate them by incorporating them into your responses. Make sure your responses are positive. Don’t say negative things about work, co-workers, or past employers.
- This is a good opportunity to talk about any time gaps in your resume. You might want to say that you tried retirement and it is not for you because you like to work. You might say that you took some time to learn something new, make a change, or to take care of a family member.
- Talk about new skills you have attained and how you stay current in your industry/job.
- There may be a concern that they can’t afford your salary. Do not bring this topic up until they offer you the job. If they bring it up dur-

ing the interview, say you expect to be paid the average wages for a similar worker in your area. You could also say you are willing to start a little lower if there is room to work your way up. However, avoid giving an actual figure until they offer you the job or give you their figure.

- There are a lot of older workers in the workforce now, so you are not alone. Be comfortable and confident at the interview. Look your best and dress in modern clothes with a modern haircut, but don’t feel like you have to dress like a teenager. It is important to feel good about your appearance, but since looks matter, it is important to look modern and professional.
- Find out what type of interview it will be and who will be interviewing you.
- Ask at least one question at the end of the interview. Do not ask about the pay or benefits. Ask about opportunities for advancement or what a typical day is like in the job. This shows you are interested.
- Finally, don’t be afraid to say that you want the job at the end of the interview. If you want the job, say that it sounds interesting and a good fit for you, say you admire the organization and want to work there. Demonstrate your knowledge of the company. ✂

Don’t forget to send a thank-you note to the interviewers. This will make you stand out from the others and put your name in front of them again.