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**The Best Defense – Difficult Interview Questions**

**By Joel Vance**

In an interview, worrying about your perceived inadequacies, or what can be viewed as negative items on your history of employment, will get you nowhere. In fact, having a negative focus on things often comes through in the way you answer.

interview questions, and even in your body language. An applicant who shifts, plays with things like their shirt cuffs, or who loses track of the subject under discussion, is sabotaging their own chance at success.

Okay, so you have some weak points. Maybe there was a time two years ago, that you were out of work for eight months. Or the job that is open demands a certain skill level that you haven't quite achieved yet. Neither of those things can knock you out of contention like a lack of confidence in yourself.

We have a simple, two-part solution: First, make the best out of your "worst", and then make the company's priorities, your own.

Study the weak points in your resume and build on them. If you've had a period of unemployment, think about the experiences you had during that time, the businesses you visited, and what you learned about the current economy and job market. Show that you are attentive to detail, and enjoy learning from unexpected opportunities.

Express enthusiasm for the chance to expand on your present skills. Apply the same strategy to any other "weak" points you may have. Even a job that you left due to a personality conflict, can be given a positive light by emphasizing the experience you gained. Whatever you do, leave bitterness and pity at home. An employer wants someone with the desire to move onward and upward.

That brings us to the second item: presenting yourself in a way that makes you compatible with the company's needs, and highlights how you can benefit their present or future plans. Study the company's general business, and the department where you are applying, in particular. Find out why they are hiring someone (Did an employee quit? Retire? Are they expanding?) then emphasize the

## The Best Defense – Difficult Interview Questions

skills and experience that make you not only capable of filling the position, but of bringing new ideas and a positive attitude to it.

Find an "up" to every down point in your work history or resume. Then sell your skills and personality with an eye on the company agenda. The combination of competence and enthusiasm is often the formula for a successful interview.

This article is provided by

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, the best place for learning insider

interviewing techniques.

Joel Vance is an Human Resources expert who has been in HR for 17 years and interviewed 3,159 people. He has also taught at 4 major universities around the country and currently has a best selling

book on interviewing entitled The Perfect Interview at

<http://www.101perfectinterviews.com>

### **Crazy Interview Questions**

**By Joel Vance**

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If you want to get that amazing new job, you are first going to have to learn the answers to common job interview questions. The majority of the interview questions that you have thrown at you will be typical interview fare, but a company may decide to throw you a curve ball in the form of a crazy job interview question. This is starting to happen more and more, it is becoming quite a trend actually, so you need to take some time to learn what these interview questions might be so that you can answer them quickly and in a manner that leads to you getting the job.

There is a method to an employer's madness when they use an 'out of the ordinary' job interview question – and that's to get you thinking fast. In most cases the employer is testing you to see if you can think on your feet or if you are creative enough to work well in this job position. If the interviewer doesn't think you have what it takes because of your answers to the job interview questions, then you will not get the position.

Before you go into any job interview try to keep an open mind. Prep your imagination a bit to get it flowing freely just in case you get some of these crazy job interview questions asked of you. You can't afford to freeze up during an interview; because if you do, it is all over. So go in prepared, or at least

## The Best Defense – Difficult Interview Questions

as prepared as you can be.

Here are a few of the strange and yet rather common job interview questions that you may run across:

Q) If you were an animal what kind of animal would you choose to be?

Choose an animal that is efficient at everything that it does and one that is often very busy.

Q) What kind of fruit would you be?

You should choose a fruit that tastes good in a fruit salad along with many other fruits. This can be used to show that you are a team player who works well with others all of the time.

Q) What would be the very first thing that you would do if you won the lottery?

This is a gauge of your priorities. Whatever you do don't say you would quit your job.

Think about the answers to these sorts of job interview questions before you go into the interview. This way even if these particular interview questions don't get asked you will still have an idea of the types of answers that you should be giving.

Joel Vance is a Human Resources 17-year HR expert who's taught at 4 major universities around the country and currently has a best selling book on interview questions at

<http://www.theperfectinterview.com/go/tpiarticle023.php>



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