

Acing job interviews takes time, effort and thought

Jan 5th, 2007 | By [Bill](#) | Category: [Employment News](#)

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Looking for a new job in the new year? Patrick Ropella, president and chief executive officer of Ropella & Associates, an international executive search consulting firm, gives some sound advice about job interviews.

Q: When asked “What personally motivates you?” in a job interview, how should I reply?

A: You may have personal motivations — children, family, friends, etc. — but what an employer wants to hear is that you want to be successful in your career. They want you to say “I want to be an integral part of a successful team” and “I want to help my company, my community and my colleagues in whatever way I can — whether it be helping with a project, a charitable event, or just helping format a spreadsheet. I want to be a part of something successful.”

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Q: What is the best way to answer the question “How do you feel about diversity in the workplace?”

A: Employers want to hear that you are all for diversity — that you believe diversity is good for creating ideas and teaching people how to relate to others who are different from them in some way. An employer wants to know that you are completely comfortable and look forward to working with a diverse group of people. In an interview, make sure you address how you can help energize support and be a proponent of diversity. Diversity = a good thing.

Q: Why can't I just be myself when I go for a job interview?

A: A job interview isn't something we do every day, therefore we typically have not developed an effective role for interviewing. Skilled interviewers, on the other hand, have developed techniques for being effective in this role.

Landing the job you want means developing this effective interviewing role regardless of how often you are in this situation.

Playing different roles under varying circumstances means we are acting appropriately in that particular situation. Being successful in any new role takes some thought and preparation. The small amount of time and effort you invest can pay significant returns in income, quality of life and satisfaction.

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