

Narrative-Historical Interview Set-up

1. Make introductions

Personally introduce everyone in the room and explain why each person is there. Be brief with this but natural and comfortable.

2. Overview the opportunity

Briefly explain the role and the tremendous opportunity it provides a successful candidate, both personally and professionally.

3. State the objective of the interview: Finding a fit

A good fit: This is what you want in a job and this is what we want for the job.

4. Explain the process

We are going to take a narrative approach in this interview. Your work story has themes, like the way you prefer to do things, how you learn, how you build relationships with people, and the way you like to be managed. We want to uncover those themes to find the best fit. So we will start with your earliest job experiences and move job by job repeating much of the same questions.

5. What's not going to happen

There are no trick questions, no traps, or gotcha moments we're trying to create. We will, however, ask about your strengths and weaknesses, not to embarrass you or humiliate you, but to learn how you handle adversity. More than likely you would make a mistake at this company and we want to know how you handle it.

6. Apologize for interruptions

In a interviewing process like this, it's easy to get swept away by interesting stories. I'm going to apologize up front if I interrupt you. I'm not trying to be rude. If we were having beers after work, I wouldn't interrupt you. But you're applying for a job, and I want you to have the best interview possible.

7. The schedule

75-90 minutes: Narrative-historical questions
15-30 minutes: Questions the candidate may have