Elanco Perspective

Industry Hiring - What to Expect

09/08/15
Javier Ramirez
Global Recruiting

©2015, Elanco Animal Health, a division of Eli Lilly and Company
Agenda

• What Elanco looks for in a new hire
• Behavioral Interviewing
• Interview preparation
• Interview day logistics
• Behavioral Interviewing Definition
• S.T.A.R
• Interview Follow-Ups
• Tips
• Q&A
NEW HIRE CHARACTERISTICS

- Integrity
- Leadership/Coaching
- Teamwork
- Communication
- Organization
- Analytical Skills
- Impact / Influence
- Strategic & Implementation Skills
- Change Management
INTERVIEWS- Company

• Company/Hiring manager objective:
  – Can they do the job?
  – Are they a fit for the company?
  – Are they a fit for my team?
  – Did they have a good experience with us?

• Determined using behavior based questions
  – S.T.A.R.

• For Technical Consultant and R&D roles, presentations are required
INTERVIEWS- Candidates

• Candidate Objectives:
  – Demonstrate capabilities
  – Understand the business objectives
  – Determine if company/team is a fit for you
Interview preparation

• Have an understanding of yourself:
  – Your values
  – Your skills
  – Your goals
  – Your interests
  – Your job targets
  – Your resume
Interview preparation

• Research
  – People you know at the company
  – Company's Web site and annual report
  – Study job description
  – updated resume
  – LinkedIn info on interviewers
Interview Preparation

• Logistics
  – Location of interview
  – Travel time
  – Confirm interview
  – Complete any advanced paperwork
  – Attire
Interview Day

First impressions are difficult to change

- Greet the interviewer with a smile and a firm (not bone-crushing) handshake
- Be prepared to make a little "small talk"
  - A good interviewer will try to put you at ease
- Presenting yourself
  - Make eye contact
  - Relax and be focused on the moment
The Interview

• Be able to prove your story
  – Have real examples ready that demonstrate transferable skills (e.g. leadership, communication, teamwork, organization, etc.)

• Non-verbal communication
  – Listening is just as important as speaking
  – Body language tells the interviewer a lot
    • Eye contact - yes
    • Nervous gestures - no

• Be yourself
Behavioral Interviewing

• Behavioral interviewing uses certain criteria to determine the value of behavioral examples obtained in the interview relative to the target job.

• What does this really mean?
  – Companies are testing the candidates to see if they are able to perform the job responsibilities.
What is a S.T.A.R.?

- The **Situation** or **Task**
  - Don't take too much time detailing the situation; if the interviewer has questions, he or she will ask for more details/clarity
- The **Action** YOU took
  - It's okay to brag a little in an interview
- The final **Result** of the situation
  - It's okay if it wasn't a perfect result; demonstrate what you learned from the "negative" STARs and turn them into positives
Questions You Should Be Prepared To Answer

• Tell me about yourself.
  – High level overview of your professional life
  – Do not get into personal details!
• Tell me about your proudest accomplishments.
• List your 3 greatest strengths.
• List your 3 greatest areas for growth.
• What do you know about our company?
Questions You Should Be Prepared To Answer

• Describe a difficult co-worker / classmate you have had to work with.
• Describe a time when you had to work under a deadline.
• Tell me about one of your failures.
• Give me an example of a time you had to deal with criticism from your boss.
• Tell me about a time when you made an unpopular decision.
What Questions Should You Ask?

It is important that you understand as well the role you are being considered.

Sample questions:

• What is the mission and expectations of this role
• Travel time%
• Career opportunities
• "Ask for the business"
• Next steps
The Art of Effective Answering

• Remember why you're there
• Take your time
• Don't wing it, be SINCERE!!!!!!!!
• Keep answers short and concise
• Back up your answers with real-world examples
Follow-Ups

• Send thank you e-mail notes to each interviewer or hiring mgr.

• Call Hiring Mgr if you don't hear by the date promised at the interview
  – Don't call prior to the promised date unless you have a true issue.
  – If you do call, re-emphasize your interest, but don't be pushy.
Tips

• Mock up interviews
• Use your own voice mail to practice STAR answers
• Relax, Relax, Relax
• Prepare yourself like if the interviewers have never met you previously.

• NEVER misrepresent any info!!!!!!!!

• Difference between Science and Art
  – Science= you already have the experience
  – Art= Preparing yourself to communicate successfully during an interview
INTERVIEWS

“My short-term goal is to bluff my way through this job interview. My long-term goal is to invent a time machine so I can come back and change everything I’ve said so far.”
Q&A

Job Interviews are like First Dates

Good impressions count.
Awkwardness can occur.
Outcomes are unpredictable.