



INNOTALENT

Connecting Energy Companies With Fresh Graduates In The Energy Transition.

How to Ace Your Next Job Interview Using Powerful Psychological Secrets

*Miguel Miranda,
CEO & Founder*

*Shabrish Sukumar,
Operations Director*

January, 2022

Before We Get Started ...



1. **Will you get the PDF slides?** Yes. You will receive all the slides immediately as soon as you fill out the quick survey at the end of today's presentation via QR code.
2. **Is this Webinar being recorded?** Yes. A link to the recording will be sent via email within the next 72 hours.
3. **Will there be a Q&A?** Yes. We plan to have a Q&A session at the end of the presentation. Please submit your questions in the chat.

Today's Presenter



Miguel Miranda

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Shabrish Sukumar

Operations Director

InnoTalent

Shabrish.Sukumar@Innotalent-Germany.com



The Big Market Change

Global Community Goals Until 2030



Global Community Goals Until 2030

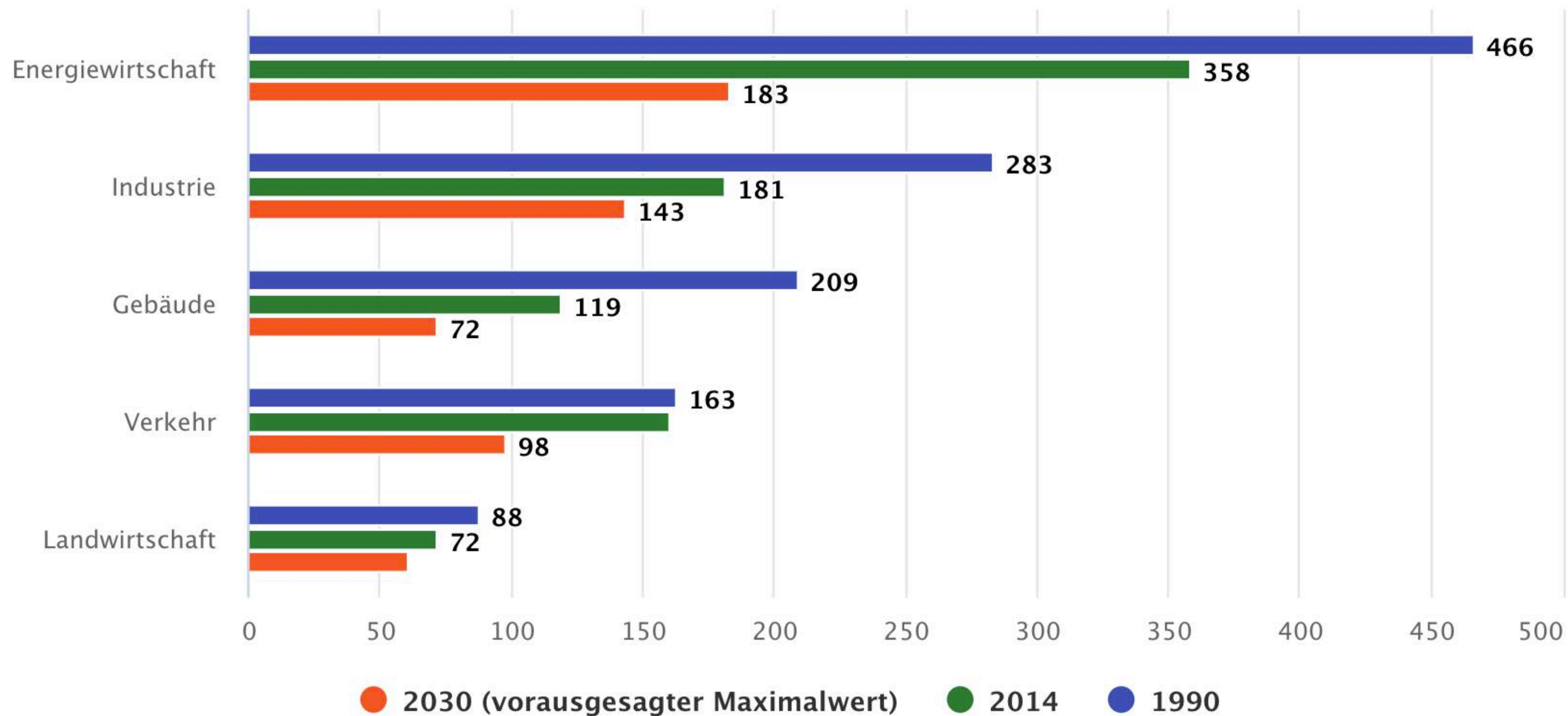


<p>1 KEINE ARMUT</p>	<p>2 KEIN HUNGER</p>	<p>3 GESUNDHEIT UND WOHLERGEHEN</p>	<p>4 HOCHWERTIGE BILDUNG</p>	<p>5 GESCHLECHTER-GLEICHSTELLUNG</p>	<p>6 SAUBERES WASSER UND SANITÄR-EINRICHTUNGEN</p>
<p>7 BEZAHLBARE UND SAUBERE ENERGIE</p>	<p>8 MENSCHENWÜRDIGE ARBEIT UND WIRTSCHAFTS-WACHSTUM</p>	<p>9 INDUSTRIE, INNOVATION UND INFRASTRUKTUR</p>	<p>10 WENIGER UNGLEICHHEITEN</p>	<p>11 NACHHALTIGE STÄDTE UND GEMEINDEN</p>	<p>12 NACHHALTIGE/R KONSUM UND PRODUKTION</p>
<p>13 MASSNAHMEN ZUM KLIMASCHUTZ</p>	<p>14 LEBEN UNTER WASSER</p>	<p>15 LEBEN AN LAND</p>	<p>16 FRIEDEN, GERECHTIGKEIT UND STARKE INSTITUTIONEN</p>	<p>17 PARTNERSCHAFTEN ZUR ERREICHUNG DER ZIELE</p>	<p>ZIELE FÜR NACHHALTIGE ENTWICKLUNG</p>

Sector Targets for Climate Protection Until 2050



Dargestellt sind die Sektorziele 2030 aus dem Klimaschutzplan 2050 (in Millionen Tonnen CO₂-Äquivalenten)

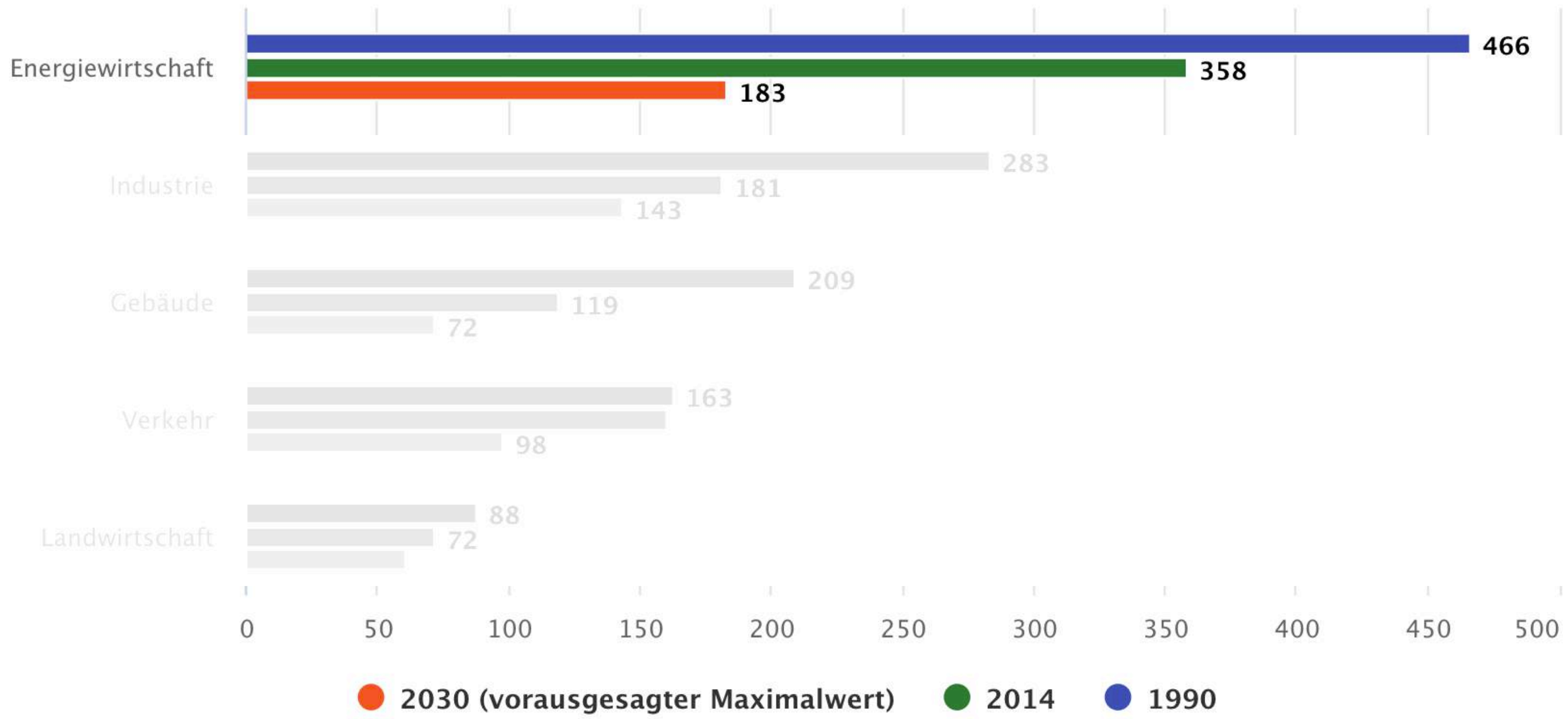


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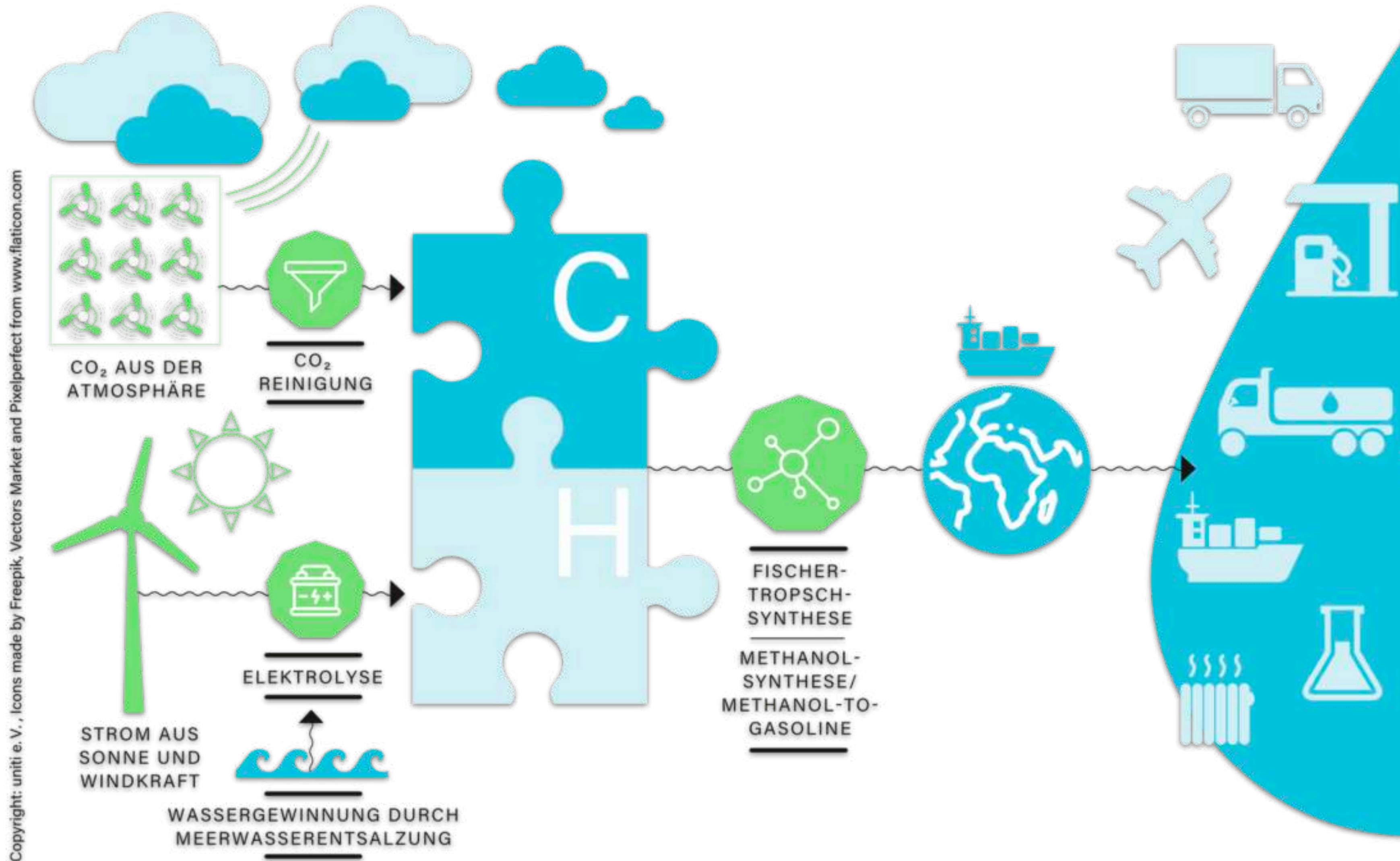


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Energy Transition 2050 CO₂ Neutral



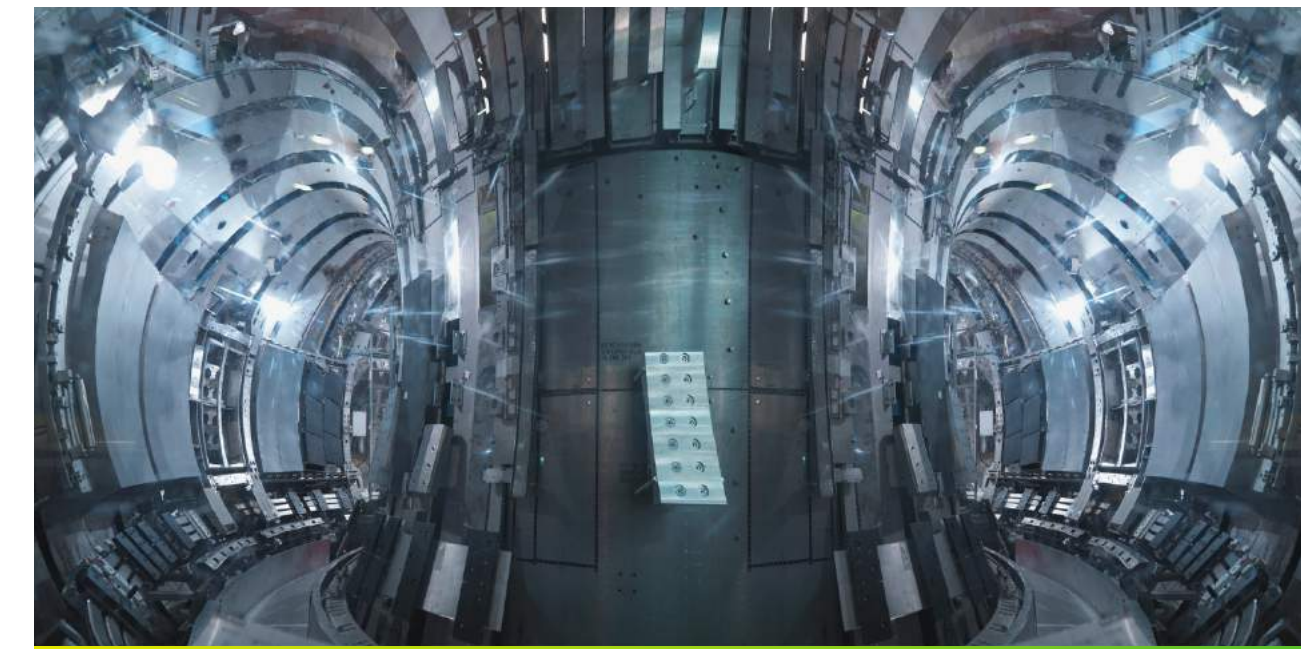
Our Sectors & Markets



Renewable energies



Oil, Gas, Hydrogen, E-Fuels



Power Grids, Nuclear Power (Fusion)



Rails & Shipbuilding

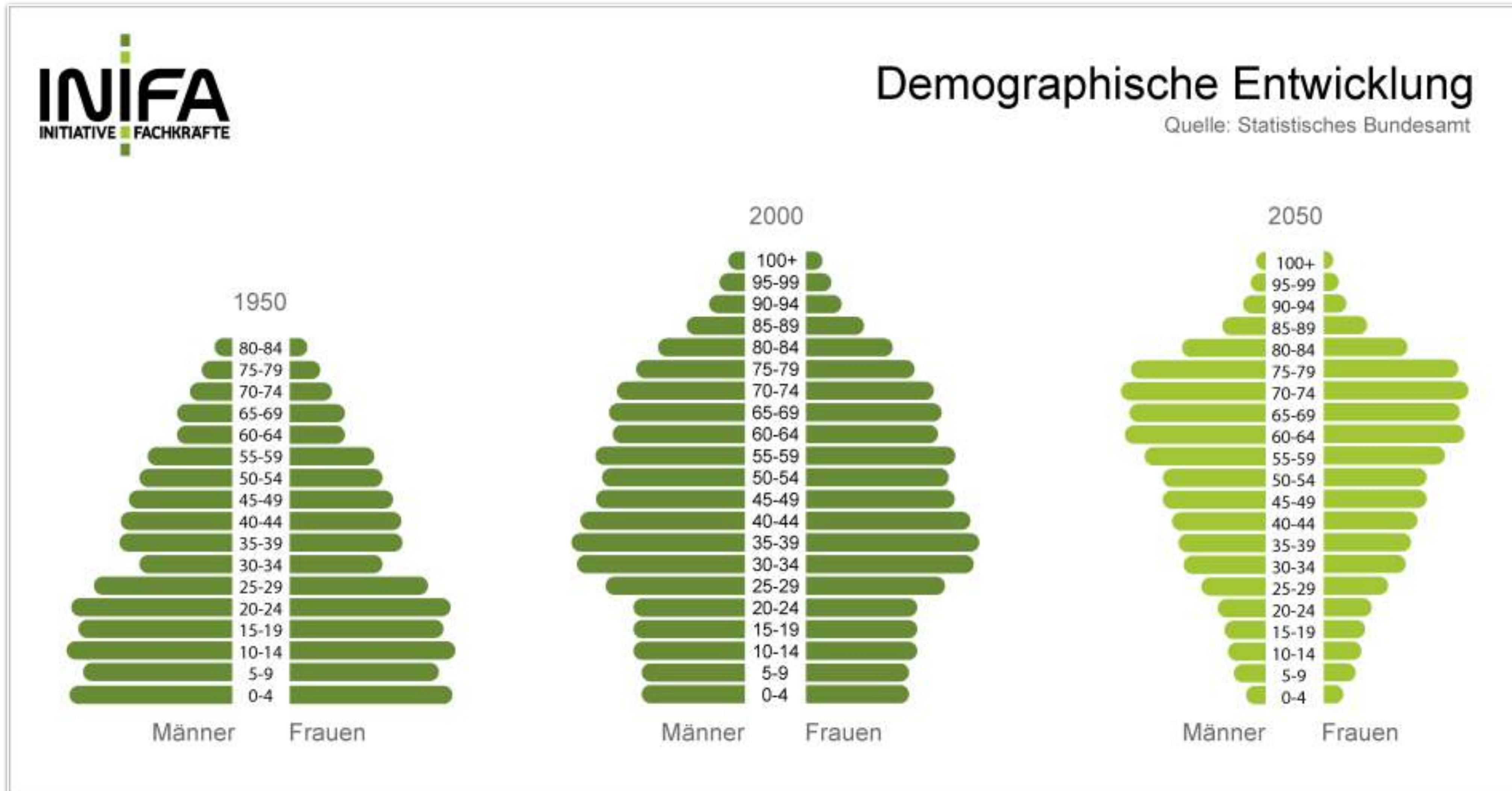


E-Mobility & Batteries



Aerospace & Aviation

As experts in the energy transition, we provide talent to companies that are responsible for energy production on the one hand and those that are primarily responsible for energy consumption on the other. This also includes companies that have an influence on it.





#1 Professionals & Executives shortage

Few professionals and executives on Hydrogen, E-Fuels , CleanTech, renewable energy and green energy.



#2 Development in the Early Stages

Low renewable energy potential, lack of hydrogen infrastructure, and few network fields.



#3 Almost no Energy Recruiters

Due to the early development of the energy transition and the shortage of specialists and managers, the market is currently not lucrative.



INNOTALENT

Where Innovation & Talent Connect

We Connect Innovative Companies With Talent in the Field of Energy & Engineering

- **Energy Recruitment:** *we save you the time by taking over the search process for you and only recommending talent (RQL's) that we believe will be a good fit for you.*
- **Talent Platform:** *We connect innovative companies with suitable candidates via industry events, community networks and an interactive talent pool.*
- **Operational Excellence Training:** *We develop professionals and executives in HR management, innovation management & self-development in engineering, IT and in the energy transition.*

#DIGITAL

#STRUCTURED

#INNOVATIVE

#RESILIENT

#WELLBEING



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Ask Yourself These 2 Questions:

“How Does This Apply to Me?”

“How Can I Take Action?”

Personal Career Success Roadmap



STEP 1:

*Personal
Clarity*

STEP 2:

*Job Search &
Branding*

STEP 3:

*Application &
Communication*

STEP 4:

*Interview &
Negotiation*

STEP 5:

*Contract &
Closing*

STEP 6:

*Probation
Period*

STEP 7:

*Long-Term
Employment*

STEP 8:

*Freelancing &
Self-Employed*

STEP 9:

*Start-Up &
Entrepreneur*

STEP 10:

*Investment &
Business Exit*

Our Career Online Live-Event Series ...



1. **Wednesday, January 26th at 6 P.M. CET:** How to Ace Your Next Job Interview Using Powerful Psychological Secrets
2. **Wednesday, February 23rd at 6 P.M. CET:** How to Find A Career That Fits Your Personality
3. **Wednesday, March 23rd at 6 P.M. CET:** Proven Job Seeker & Resume Strategies That Get You Closer To Your Dream Job
4. **Wednesday, April 27th CET:** How to Get As Many Job Opportunities As You Can Possibly Handle
5. **Wednesday, May 25th at 6 P.M. CET:** How to Get Passive Career Opportunities by Positioning Yourself As An Expert For The Future
6. **Wednesday, June 22nd at 6 P.M. CET:** Exploring Self-Employment Options Even When Working Full-Time

“Shaping Together the World to a Better Place With InnoTalent!”

**STAY
UPDATED**

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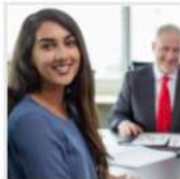
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Staffing & Recruiting · 65 followers

Shabrish works here · 2 employees

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Upcoming event

 **How to Ace Your Next Job Interview Using Powerful Psychological Secrets**
Today, 6:00 PM
Online event



Register for Free: <https://innotalent-germany.com/career-personality-fit-registration>

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Excited?

Let's Do It!



Typical Structure of Job Interviews

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1. Interview

RECRUITER
INVESTIGATES

“General-Fit”

Focus on Job Ad

2. Interview

EXPERT
INVESTIGATES

“Technical-Fit”

Focus on Tech Language

3. Interview

EXECUTIVE
INVESTIGATES

“Cultural-Fit”

Focus on Sympathy



STRUCTURE

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I. Pre Interview

II. Intra Interview

STAGE 1

*Intro, Smalltalk
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Interview Preparation Secrets

Your Preparation Checklist



- 1. Job Ad:** Print out the **job advertisement** and **mark key-words**
- 2. Prepare Questions To Answer:** Note **questions** your employer might ask
- 3. Analyse Employer:** Go on their **website** and make a **summary** (Industry, Unique Selling Proposition, Mission, clients & partners they work with)
- 4. Analyse Recruiter:** Go on **LinkedIn** and check their CV (Commonalities?)
- 5. Prepare at Least 4-5 Solid Questions To Ask:** **Job?** **Requirements?** **Expectations?** **Company?** People? Atmosphere? **Waiting Game?**
- 6. First Impression:** **Appearance** (open mind, positive, Enthusiastic), **Body Care** (Hair, shave, smell), **Styling** (Suit, clean shoes, Belt match shoes)
- 7. Have Your Documents Ready:** Meeting **folder**, paper and pen



- **Top 14 Questions To Ask in an Interview:** <https://theinterviewguys.com/top-14-questions-to-ask-in-an-interview/>
- **Dress Code. What To Wear to a Job Interview: Dress To Impress!:** <https://www.youtube.com/watch?v=oQCQ47gzHAU>
- **How to Mentally Prepare for an Interview:** <https://www.youtube.com/watch?v=EYX2xMf4JV4>



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7 Powerful Psychological Secrets To Ace Your Interview

#1 Use Reverse Psychology



- See your employer as a candidate (job interview = **you interview the job**)
- Be interested, but **detach yourself** from the deal (especially if your employer doesn't seem interested)
- Be **willing to leave** the table if you don't see a good fit (Better alternatives?)

Recommendation: Be **sceptical** and focus on the fit. Your **employer should convince you** that he is the right one for you.

#2 Active Listening While Taking Notes



- People buy when **they feel understood**
- Show this by **taking notes** and **summarising in your own words** to confirm if you understood correctly
- **Circle back to your notes** to clarify specifics

Recommendation: Have a **notepad** and take notes to **show that you take the interview serious.**

#3 The Art of Asking Good Questions



- The **less you talk**, the more you sell
- The person **who asks the questions is always the one in control** of the conversation
- **Types of questions:** Redirection, Discovery, Open, Closed, ESP, Hypothetical and Rephrasing.

Recommendation: Have **questions prepared before** the conversation in **written form** and **practise** them.

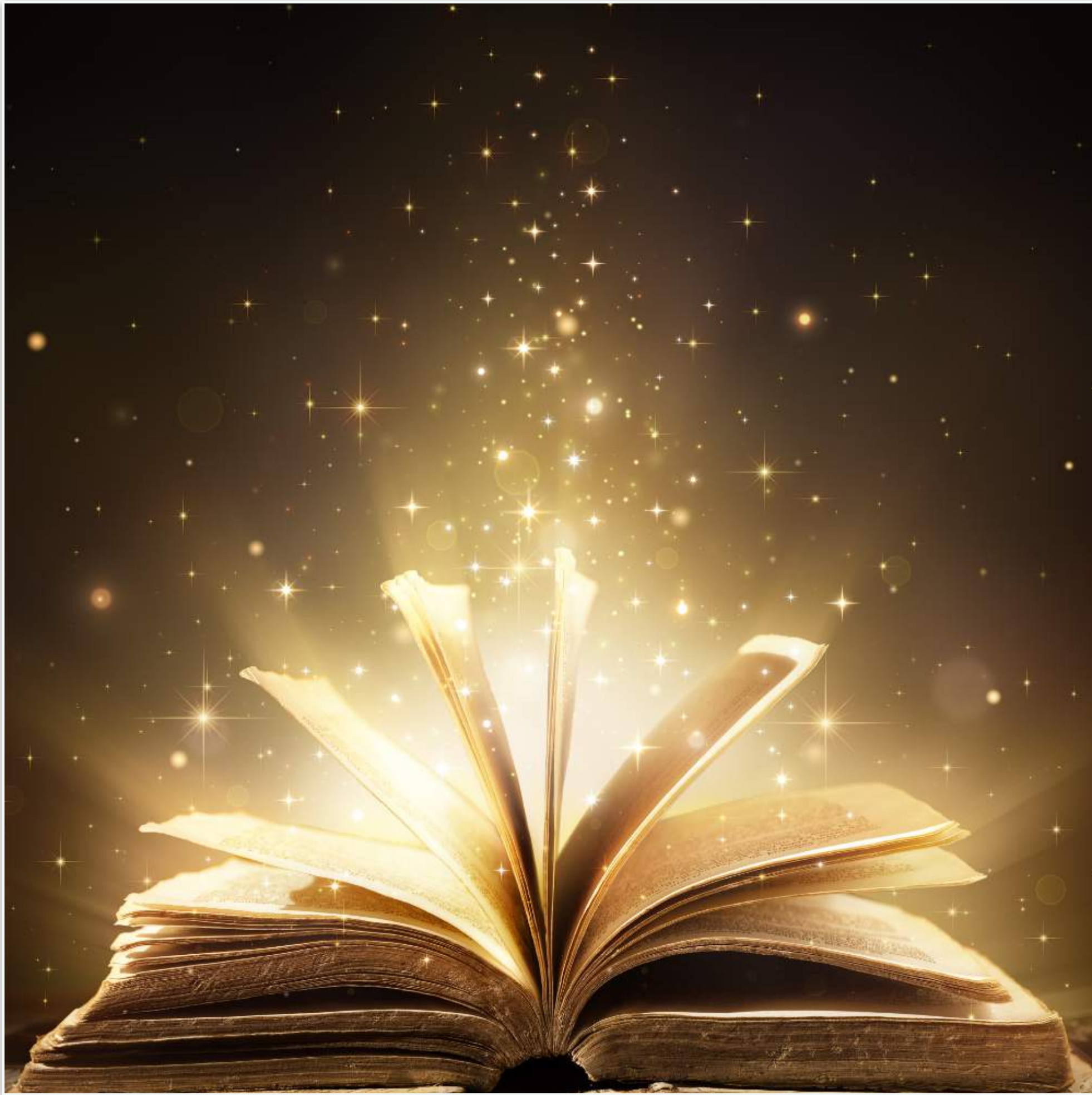
#4 Don't Talk Too Much! Seriously



- People only want to hear, **what they want to hear**
- Telling the interviewer more than he needs to know could be a **fatal mistake**
- Keep your answers **brisk, relevant** and **to the point**

Recommendation: Reduce the word “**because**” in your vocabulary. **Prepare** for the interview ahead of time.

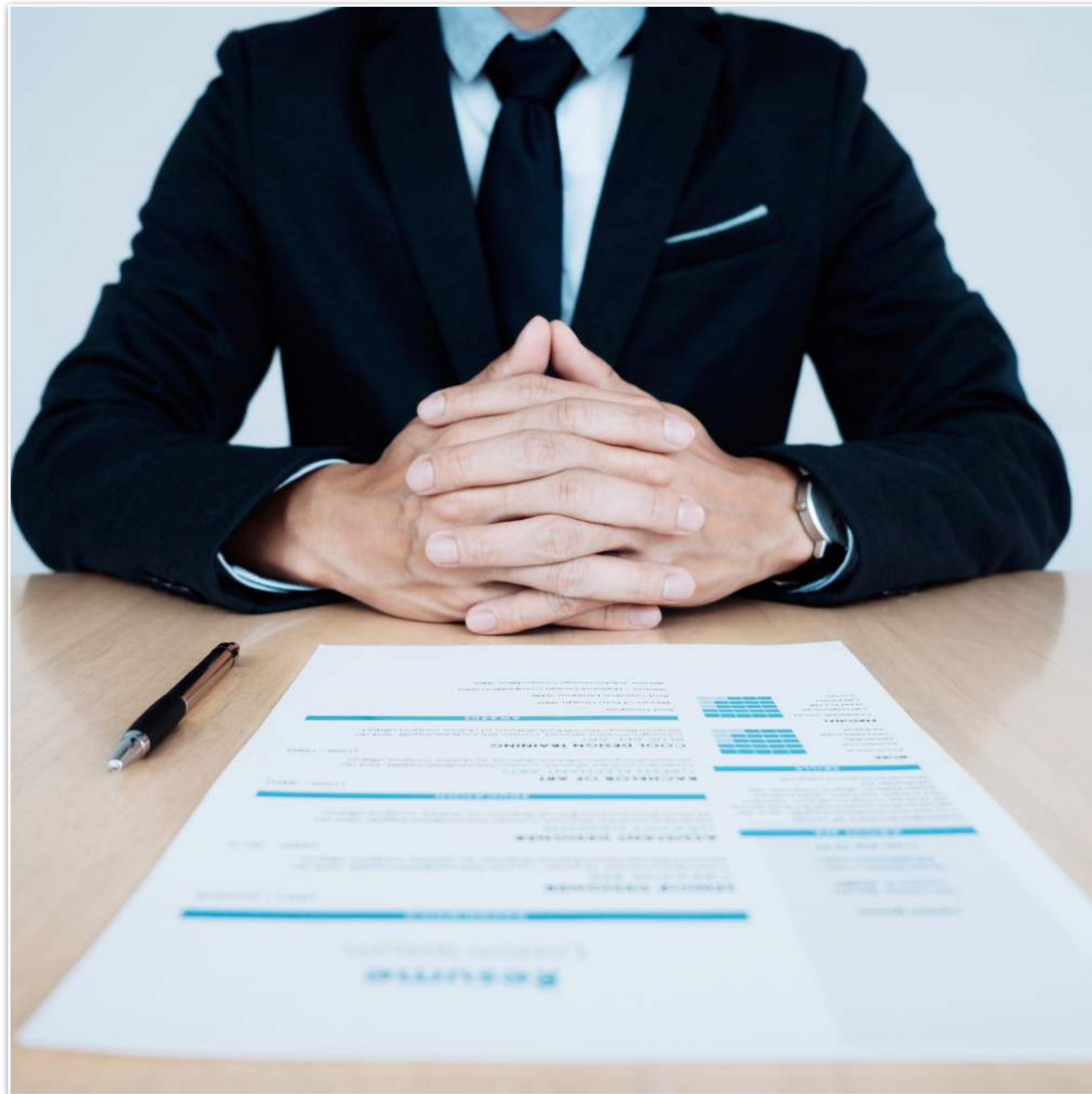
#5 Use Storytelling in Your Presentation



- Facts Tell, **Stories Sell**
- Instead of just chronologically presenting your CV, present your self in the form of a **story**
- Stories have a **situation, complication, solution, resolution** and a **moral** at the end

Recommendation: Talk about your **background, skills** and the **reason why** you are at the interview in under 5 Min.

#6 Use Your Body Language



- **55%** of your communication
- Show your confidence in your **handshake** (palm-to-palm)
- Keep an open and **upright posture** (Avoid defensive postures e.g. having your right hand over the left arm or playing hair for women)

Recommendation: **Mirror** the other person. It is always **better to be more intimidating** than being timid.

#7 Use Your Tone of Voice



- 38% of your communication and **85% on the phone** (People's first impressions are based on the tone of voice)
- **Men who raised** the tone of their voices, and **women who alternated** the pitch of their voices were rated as more **trustworthy**
- **Men with lower** voice or **women with a higher** average pitch are perceived as more **dominant**

Recommendation: Speak out of your **stomach** and **synchronise the speed** of the other person.

Bonus: #8 Use These 14 Magic Words



- **Base on past experiences:** Maybe you are also **familiar** with this ... / **As you said** ...
- **Create experiences:** **Imagine** ...
- **Reverse “but”:** Maybe it is risky, **but** in the end, the reward is big
- **Convince with stories:** ... **in fact**, ...
- **Get permission:** **You don't mind if** ... ? That would be great? / If you **don't mind me asking [Question]**? ... I'm just curious.
- **Get advice:** I'm looking for ... Do you have any **ideas**?
- **Get the right person:** **Who** do you think I should talk to regarding this?
- **Confirm understanding:** Let's see if I understood this correctly **[Summary]**, is that right?
- **Use and let the other to say:** **Yes**
- **Build Rapport e.g. in a conflict (say it, and make the other person to think it for themselves in your stories):** Yes, I **understand** / Yes, I **also see it that way** / Yes, if **I were you, I'd do the same**
- **Rational argument:** **Because** ...
- **Play a Scene:** **Assuming** we ..., **[Question]**?
- **Close:** What are the **next** steps?
- **Suggest Alternatives:** Would “this” **or** “that” ... **what would you prefer?** / I **suggest** ... , **how does that sound?** ... Great, then ...



- Practical Application -

*FAQ: What Are Your
Salary Expectations?*

Case: Negotiating Salary Expectations





Probation Period Deal (Contract)

Case: Negotiating Salary Expectations



Probation Period Deal (Contract)

Long Term Deal (Contract)



Probation Period Deal (Contract)

Long Term Deal (Contract)

YOUR EXPECTATIONS
LONG TERM PARTNERSHIP

e.g. 80.000 € p.a.



Probation Period Deal (Contract)

Long Term Deal (Contract)

EMPLOYER EXPECTATIONS
FOOT IN THE DOOR OFFER

e.g. 60.000 € p.a.

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Use the “White-Flag Technique” e.g.: *Based on my research, my profile and the requirements for this position my salary expectation are at 80.000. ... does this also meet your expectation? Is this expectation rather cold or warm? ... Alright, before I agree to a lower rate, do you believe it is possible to hit the 80.000 € in the long term? ... What do you think are the requirements to get there? ... Ok, anything else? ... You think we can put this in writing? Okay, then let us agree on this for the probation period and after that we can reflect on where we go from there. How does that sound?*

Bonus Secret: Magic Words & Phrases



- **Reverse Psychology (Film Scene):** <https://business.linkedin.com/de-de/talent-solutions/resources/talent-acquisition/jobs-on-the-rise-cont-fact>
- **5 Minute Story - Tell Me a About Yourself (From Former CEO):** <https://www.youtube.com/watch?v=TQHW7gGjrCQ>
- **WebMD, Body Language Basics:** <https://www.webmd.com/sex-relationships/features/body-language-basics>
- **Inc. 5 Reasons Why Being Intimidating Can Be Awesome for Your Career:** <https://www.webmd.com/sex-relationships/features/body-language-basics>
- **Science.Org: the Secret to Making a Good First Impression:** <https://www.science.org/content/article/secret-making-good-first-impresion>

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Secret Formula to Ace Your Interviews



Secret Formula:

“Practise, Reflect and Document”

Self-Reflection: *What Went Wrong? How Could I Do It Better Next Time? What Was Great and Should Be Kept the Way It Is?*



*“Confidence Comes From Competence.
Competence Comes From Habits.
Habits Come From Repeated Practise”*



Rule of Thumb:

*“You’ll Need 3 Interviews
To Ace the 4th One”*

5 Ways To Accelerate Your Confidence



1. **Practise Yourself (Record):** Practise **a day & short before** the interview
2. **Practise Using Model Learning:** See how **other people** perform (e.g. technical interviews with engineers <https://interviewing.io/recordings/>)
3. **Practise With Your Friends:** **Ask a person** to interview you and get feedback (unfortunately, most of it would be disqualified feedback)
4. **Practise With Disqualified / Qualified Companies:** Arrange interviews first with companies, **even if you don't like them**. Then do this with your dream employers. Maybe the company has no interest in your profile, so just **use the opportunity to practise and test out the secrets**
5. **Practise With an Expert:** Mock interview services might cost money, but in the end you'll **feel more confident and cut the learning curve**

Our Mock Interview Service for Talents



Contact Us To Get More Info: mock-interview@innotalent-germany.com



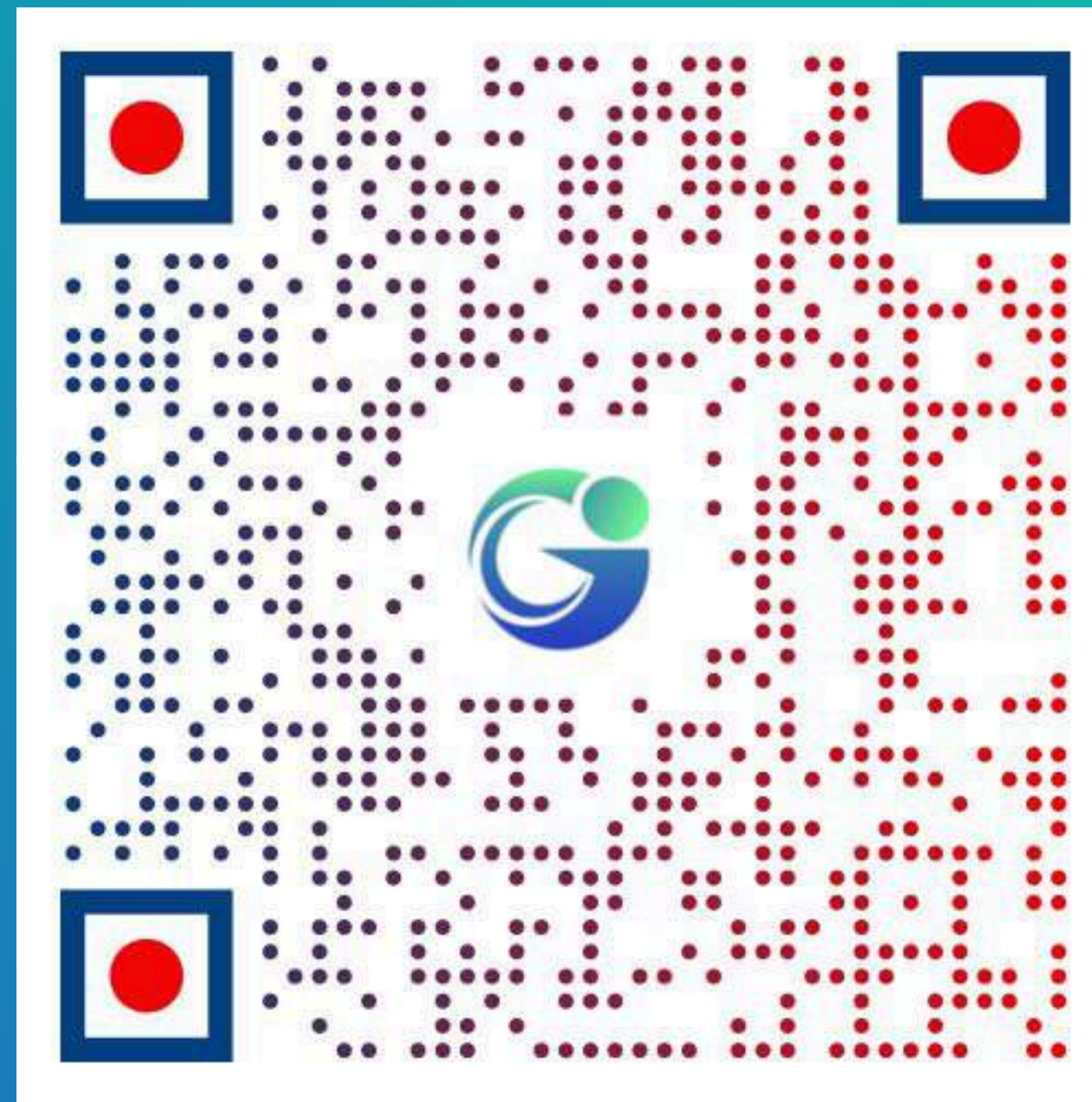
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Upcoming event

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