HexArmor® Interview preparation guide

Interviews can be nerve-wracking, but thorough preparation can make all the difference. That's why we've developed this guide to equip you with the insights and strategies you need to excel during your interview with our hiring team. With this guide, you'll be ready to showcase your best self!

Things to think about prior to your interview:

- What has you interested and excited about HexArmor® and the job opportunity?

- Think about your greatest strengths, challenges, and most relevant accomplishments.

- What are your current and past job responsibilities you feel relate most to the job?

- What questions do you have about HexArmor®, the job, or your interviewer? It's best to have two to three prepared questions before the interview.

- Research HexArmor®, our products, the hiring manager, the interview team, and anyone/ anything you feel may be relevant to the role.

- HexArmor is business casual attire. Talk to your recruiter or the hiring manager, or review this article if you're stuck on what to wear! *https://www.indeed.com/career-advice/ interviewing/how-to-dress-for-a-job-interview*

- Make sure your resume reflects your accomplishments and experience. Make sure it is concise and up to date. Have others proofread it in advance.

- We will have copies of your resume, so there's no need to bring extra copies unless you've made changes. Arriving with a pen and notepad is always a great sign of preparedness!

- Sending a thank-you email or letter to the Hiring Manager and the interview team always goes a long way! Thank them for the opportunity, and summarize your fit and interest in the position.

Where candidates face challenges – *try to avoid these!*

- Rambling
- Not conveying enthusiasm or interest
- Unable to discuss specific accomplishments or give relevant examples of experience and skills.
- Come unprepared for the interview – seeming to lack knowledge of the position or the company.
- Questions did not portray insight or interest in the position or company.
- Talking negatively about previous employers

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During the interview

- **Make sure you understand the questions**. Don't be afraid to ask for clarification if you are unsure.

- **Respond as clearly and concisely as possible**. Interviews are tough, and getting off track and rambling is easy to fall into! When people are nervous, their answers often go on too long. Remember, the interviewer has a list of questions they'll want to cover with you!

- **Avoid "yes" or "no" answers**. Try to explain each question asked.

- **Answer questions with specific examples.** Avoid generalities. Have examples of your responsibilities and skills prepared ahead of the interview. HexArmor follows the STAR Interview Platform and will look for candidates to answer in the following:

  S Situation   **T** Task   **A** Action   **R** Result

- As you answer questions, **try to avoid the use of negative terms** and avoid negativity about past employers. Prepare your reasons for leaving positions so you can discuss them concisely and positively.

- **Convey interest!** Make sure the interviewer perceives you as sincere about the opportunity and that your skills are a fit. (If you decide later that you are not interested, that's ok, but this is your best and possibly only chance to convey enthusiasm.)

- **Ask relevant questions** about the company's direction and goals and the department or function of the position. Insightful and well-thought-out questions are often a huge selling point for the successful candidate.

- **Discuss compensation either before or after your onsite interview.** Use the time of your interview to discuss your qualifications and interest in the role!

Sample questions to ask during the interview

? What are the key deliverables or objectives you would like accomplished in this position?

? How are objectives determined? What is the process for setting goals?

? What does success look like in this position/function/department?

? How will you know you've hired the right person six months after the person has started?

? What areas or functions will this role interact with most often? How do they work together currently?

? What does a typical "day in the life" look like?

? How do you describe the culture/work environment?

? What do you enjoy most about working here?

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