

INSTRUCTION FOR MENTOR**EMPLOYABILITY**

4. Theme Successful job interview
Exercise “Positive motivation for an interview”

Developed by: *Anu Vihonen, Annanet, Finland.*
Idea based on: *“NLP Workbook”, Joseph O’Connor;*
NLP Practitioner training material of Annanet

Aim

To increase positive motivation and thinking before an interview for the job.

Expected duration: 45-60 min.

Description

Preparation for the job interview is an important part of the job search process. It is very important that a candidate pays attention to the positive motivation at a job interview. When proper dressing and body language are in order, the next step is to concentrate on the thoughts a mentee has in his/her mind before the interview and during the interview for the job. That will help the mentee to ask good questions and to provide right answers. Positively motivated job seeker will intuitively give best answers during the job interview. More self-confidence and positive thinking the mentee has the more relaxed she/he will be when answering the questions.

The exercise gives a possibility to analyse mentees thinking and teaches him/her to think in a way that strengthens the interaction between him/her as a job seeker and an interviewer.

Steps for performing the exercise:

- I. Mentor introduces the theme to the mentees.
- II. Mentor explains the aim of the exercise and how to perform it. There are 4 steps in the exercise:
 1. Mentees perform task individually and make their choices.
 2. Mentor comments the results for mentees according their answers.
 3. Discussion is organised according the questions suggested below.
 4. The task “**Feeling of positive motivation**” is suggested to the mentees.

Common discussion in the group or with mentor is held on the following questions:

- What do you think - why is it important to have positive motivation for the job interview?
- What have you found about your motivation and the thoughts that you have before the job interview? Are your thoughts positive?

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1 step**HANDOUT FOR MENTEE****Task for mentee**

Below you will find some statements concerning your thoughts before the job interview, your thoughts about you and the job interviewer and your possibilities to get a job. Each time you have to choose one answer **from two (a or b)**.

1. There are two statements below. Please select the one that you prefer **when thinking about your job interview**. Choose which one - **a)** or **b)** matches your thoughts.

Mark your selection

a) I think I am going to feel nervous at the interview.

b) I think I am going to feel just great at the interview.

2. There are two statements below. Please select the statement that you prefer **when thinking about you and the job interviewer**. Choose which one **a)** or **b)** matches your thoughts.

Mark your selection

a) I think that I am as important person as an interviewer

b) The interviewer is more important person than me

3. There are two statements below. Please select the statement that you prefer **when thinking about your possibilities to get a job**. Choose which one **a)** or **b)** matches your thoughts.

Mark your selection

a) I have a feeling that I will not get that job

b) I will get the job

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2 step**EXPLANATION OF THE RESULTS****Task for mentor**

Below you will find explanation of the results for mentees and interpretations of their answers. Please explain the results to mentees.

1 Choice

Explanation for the answer a) I think I am going to feel nervous at the interview.

We kindly ask you to reconsider your answer. If you feel nervous, probably the interviewer notices that and you’ll have difficulties to give good answers and ask good questions. At the end of the test we will make an exercise which may help you to change your feelings.

Explanation for the answer b) I think I am going to feel just great at the interview.

Great, you have a positive attitude concerning the job interview! When you are thinking in that way you’ll most probably be calm at the interview and it will be easy for you to give good answers or ask good questions. Go on!

2 Choice

Explanation for the answer a) I think that I am as important person as an interviewer

Great, you have a positive attitude!

The feel of equality at the interview will most probably make you feel relaxed. And when you are relaxed you are more yourself and most probably you will give fluent answers. That is very important thing at an interview.

Most probably you have a picture in your mind that in spite of the real sizes of you and the interviewer you are the same size as him/her. In case you visualize yourself smaller you’ll most probably feel insignificant compared to the interviewer (do not do that☺).

Explanation for the answer b) The interviewer is more important person than me

We kindly ask you to reconsider your answer.

In spite of the age, experience or high position of the interviewer everybody is as equal and important compared to others. When thinking that both (interviewer and applicant) are equal, the interaction is easy, you both respect each other and you’ll notice that you are not nervous at the interview.

Advice:

Close your eyes and think about your size compared to the interviewer. Visualize yourself to the same size as him/her. In your inner mind you’ll be equivalent to the interviewer.

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3 Choice

Explanation for the answer a) I have a feeling that I will not get that job

We kindly ask you to reconsider your answer.

Advice:

If you think that you will not get the job, it will most probably happen. Do you really want to get that job or is there some other job that would be more convenient for you? If you really want to have that job, you should change your thought like “I will get the job” and the interviewer will sense it and read that from your face.

Explanation for the answer b) I will get the job

Great, you have a positive attitude!

When you have a feeling that you will get a job the interviewer will read it from your face during the first seconds. You have a very good chance to get the job with that attitude.

HANDOUT FOR MENTEE**4 Step:****Task “Feeling of positive motivation”**

It is useful to concentrate on positive thoughts when thinking about the job interview in advance. Now we suggest you the short exercise which may help you to create positive motivation in the job interview.

Please follow the instructions provided below.

1. *“Think about the situation earlier in your life when you have been relaxed, calm, confident and happy. Remember the situation you were then and feel the feeling you once had at that time. What can you see, hear and feel when you are thinking about that situation?”*
2. *When you have that memory clearly in your mind concentrate on it and think could there be a symbol which could describe those feelings. If you can find that kind of symbol put all those feelings you have now – relaxed, calm, confident, happy – in your imagination to the symbol.*
3. *Having that good feeling and symbol in your mind repeat the following sentences in your mind or aloud:*
 - *I’m going to feel just great and relaxed at the interview*
 - *I am as important person as the interviewer*
 - *I’m a significant person*
 - *I will get the job*

In the future take the symbol reminding you of your good feelings and your strong abilities with you to the interview. The symbol will be your resource in the interview.