

TJSN

TACTICS AND STRATEGIES FOR MATURE ADULTS (50+) Part2

STRATEGIES/TACTICS- PART 2 PREP

Preparation for Mock Interviews

The purpose to better prepare the 50+ to effectively engage younger interviewers

Use a 20/30, preferably with interviewing experience

Use other if 20/30 not available

Use info from part 1 to augment this section

Focus on technical questions (Some examples):

1. Tell me about some of the IT applications you're familiar with
2. I sent you a text that, did you get it
3. Sorry to keep you waiting, but I sent you a text alerting you that I had to push back the meeting- did you get it
4. I sent a picture to your phone of our building- did you have any trouble finding us
5. Did you create a webpage for your job search

Focus on behavioral questions (Some examples):

1. Tell me about a time when your decision affected someone negatively
2. Tell me about a time you disagreed with your boss
3. What are the qualities you expect in a boss
4. Tell me about the culture in which you'd be most comfortable
5. Describe yourself in one word

Ask about personal life (Watch for clues regarding fit):

1. Tell me about yourself
2. What are your hobbies
3. What kind of music do you like
4. Tell me about one of your heroes. Why
5. How do you handle stress

Professional questions (These are hidden behavioral questions):

1. Why do you want to work for us
2. What are your goals in 5 years
3. How would people that worked with/for/ boss describe you
4. Tell me about a time you missed your goals. Why. How did you handle it
5. What area would you say you could improve (personal/professional)

6. Describe your leadership style

FEEDBACK FROM GROUP

Part 2: MOCK INTERVIEWS

Should be given in one session if possible (but certainly within a week or two of part 1) for continuity

Mock interview 1 between a 30 hiring manager and a 50 applicant for an IT (other positions substitute) position

30 should have interview experience. Moderator will prep interviewer. 10 minutes

Group feedback

Mock interview between 30 hiring manager and a 50 applicant for a Supply Chain (other positions substitute) position

30 should have interview experience. Moderator will prep interviewer. 10 minutes

Group feedback

RESOURCES:

Retired Brains

Blue Steps

Career Builder- Retired

Best Companies over 50

Diversity

Retirementjobs.com

Seniorjobbank.org

Age Just A Number; Tory Johnson, 9 July 2007 ABC News

Younger Boss; Karl Ritzler, 2007 Employment Digest

Goggle – various fragments

Wikipedia- various fragments

Et Al