



Tabatinga Interview Guide & List of Tips

The Tabatinga Group Interview is designed to allow your personality to shine through. At this early stage we are more interested in your personality than your resume of skills. We want to see how you interact with others, whether you are generally happy, shy, reserved, bossy, a leader, a follower, a team player, a loner etc.

Before the interview;

- ✓ Read up about Tabatinga, talk to an existing staff member to learn a bit about the business
- ✓ Find out where and when the interview will take place and be there ahead of time
- ✓ Dress for success, wear appropriate clothing and be well groomed
- ✓ Be ready to fully participate in the activities and let your personality shine through

The typical Tabatinga Group Interview will run for about 1 to 1.5 hours (depending on number of attendees) and will follow this general process;

- ✓ You will be welcomed by the interviewer/s and given a run-down of the interview process
- ✓ You will be asked to introduce yourself to the group
- ✓ You will participate in some fun group activities in both large and small groups
- ✓ You may be asked to complete a written summary sheet

After the interview;

- ✓ If you aced the interview you may be asked back in for a second one-on-one interview so we can both get a feel if you are right for us and we are right for you.
- ✓ You may not be offered a position straight away as there may not be any positions ready for an immediate start. Instead you may be asked to begin an induction process so that you are ready when the next available position comes up.
- ✓ Stay in touch and feel free to check in from time to time to see what the vacancy situation is like.

Interview Tips

Pamela Skillings, interview coach and co-founder of 'Big Interview' (biginterview.com) has some tips for acing the group interview:

For outgoing people who are accustomed to working in teams, group interviews may be easier to ace than the typical one-on-one. Quieter people, introverts, and those who prefer working alone may find these types of interviews much more challenging.

With preparation and the right mindset, however, any candidate — even the quietest candidate — can make his or her voice heard in a group interview setting.

If you're the strong, silent type and the idea of a group interview makes you cringe, the following tips can help you prepare to leverage your unique strengths, even in an uncomfortable environment:

• **Display your listening skills.** As difficult as it may seem, it is definitely possible to stand out in a group interview situation. One way to do this is to show your listening skills by paying attention to what others say during the interview and try not to repeat their responses. Not only is it polite to listen while the other candidates are talking with the interviewers, but you also learn a lot from the experience. Pay attention to the responses of other candidates and the interviewers' reactions to those responses. It will help you craft your own responses to the same questions and later questions.



- **Speak up.** This is your chance to demonstrate your fit for the role. Some people get uncomfortable and clam up, especially if they are intimidated by a group of big-mouthed extroverts. If you don't speak up, you can easily be overlooked. Interviewers are also looking for people who know how to make their voices heard. That doesn't mean you have to be the loudest. Look for opportunities to jump in and confidently raise your hand.
- **Resist any temptation to try to one-up the other interview participants** and instead focus on sharing the traits, talents, and characteristics that make you unique. It may seem smart to undermine the other candidates in an effort to make yourself look better. However, you should always err on the side of supporting your team in group interview environments.
- **Don't forget to build on responses other participants provide.** This lets the interviewers know you're paying attention and demonstrates your ability to think as a member of a team.
- **Involve everyone on your team in the problem-solving process.** Be the leader, not by taking charge, but by getting to know the people on your team, addressing them by name, and using their strengths to accomplish your goals.
- **Share the things that make you unique.** You never know when you'll find a kindred spirit among the interviewers. More importantly, it humanizes you and gives an impression of you as a whole person rather than a one-dimensional candidate. It sets you apart from the others being interviewed, which is your goal at the end of the interview.
- **Treat everyone with respect.** Yes, the other candidates are your competition. However, they may become your teammates at some point in time, whether in this position or another position down the road. An added benefit to treating everyone with respect is that this is something the people conducting the interviews are looking for as well. It's a point in your favor to behave as if you're already coworkers attempting to reach a common goal.
- **Lastly, don't forget to acknowledge all the members** of your team for helping to carry out the plan effectively. This shows leadership and humility while presenting you as a leader in the creation and execution of the plan.