

INTERVIEW FRAMEWORK

The WHY Interviewer

Wants to be motivated. You need to say, “Here’s why you’re hiring me in particular. Here’s the benefit.” Use motivational and emotional benefits.

The WHAT Interviewer

Wants to understand theory. Wants to know the history and theory on a conceptual level, how the parts work, the process. Needs to understand the underlying philosophy.

The HOW Interviewer

Needs action steps. Specific procedures. Wants to hear configuration steps, bulleted lists and steps to complete SAP implementation. The “check list” person.

The WHAT IF Interviewer

Wants to put this software into action right now, doesn’t care about anything else. Wants to see a prototype, wants it now, wants to put into execution to see what happens.