


Travel consultant interview questions and answers

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Where do you see yourself in five years? That question is, how HubSpot will recruit Emily MacIntyre puts it, "so boring". But love æm or hate æm, those try-and-true interviewer questions still make their way into conversations even seasoned interviewers.' Where do you see yourself in five years? Take our free quiz here to figure out the next step in your career. And even though you've answered the question well in past interviews, you seem to somehow obscure the embarrassment of poking through your answers. So when it comes time to interview again, you are left to sweat and stumble over your words as you try to remember how you tied together your true passion of opening a skydiving joint with your work optimizing paid search campaigns. In an effort to help you stay dry and composite in your next interview, we've collected many of the most popular questions à edited from the list of most popular questions for the 2015 Glassdoor Interviews à and provided you with some tips on how to nail the answers. Don't worry about it. No tears. How to answer 10 of the most common interview questions 1) What are your strengths/weaknesses? Candidates typically struggle with this question because it forces them to walk clumsily on the line between bravery and trust, self-defeat and self-evaluation. That's why sometimes you have the impulse to respond with false weaknesses -- the people at Glassdoor say that a popular is the whole routine "I'm a perfectionist". Oh, woe to you. This question can take the form of other questions, so listen carefully.À "You can hear a recruiter say àWhat is something you want to know more about?" when you're trying to get a weakness", says MacIntyre. What the interviewers are getting here is an honest assessment of skills -- both in terms of skills and gaps. The way I stopped stumbling on this question was by remembering that a poor match of skills in a role is as bad for the company as it is for me. (If you've never slipped through the cracks of a hiring process and ended up in a role you're not suited for, take my word for it.) From there, it's simply about taking the time to reflect on what your strengths and weaknesses are compared to the position for which you're interviewing. For example, if you're interviewing for an SEO position, a relevant strength for tout might be your analytical ability. Start with this, and be prepared to explain some real-life scenarios where you get to flex that muscle. For the same position, a perfectly reasonable weakness could be your writing. You could then go on to explain that while writing is part of your job, take a moment to get new parts of content from the door. Glassdoor also recommends that you follow the way you are facing this weakness -- so maybe you could talk about how you are following a business writing course, or how you are working with a colleague who is an expert editor. Once again, you can find that there are gaps the skills set or the necessary qualities in the role -- but it is better that you will find out now that six months later when you are back on the job market. In addition, understanding an honest answer to this question can actually help you be more successful in your next role. In a post all about this same question, HubSpot VP of commercial development Arjun Moorthy notes that weaknesses are not inherently negative. "To know your weaknesses does not necessarily mean you have to solve yourself," he writes. "Many weaknesses are endemic to you and you're better off taking it around you to solve it." And this leaves a lot of space for people who have complementary skills to enter and form a strong team. "Know your strengths is the only way to find a career/work where you can be a star. We can't all be strong in everything." 2) Why are you interested in this role/business? If you are focusing on candidate-centric things -- work-life balance, benefits, compensation, best commuting -- you are thinking about this wrong question. Glassdoor's advice? "Do your research on work and society so you can give some solid examples about why you are good for the company, and how you can add value to them." Your interests should reside in the intersection of business needs, responsibility for the role and skills of candidates. That said, it's okay to show some of your personal motivation. For example, if you're interviewing for a podcasting position, here's how you could break the answer to this question: The need for society: We need to maintain a better company in terms of who partners and create content with, talent of origin, come with episode topics, guest prep, and change episodes. Qualities of the candidate: Enabled with Audition, finger on the wrist of the sector, oriented to the end, able to sell people on ideas. Personal motivation: I want to work with high-profile people, so I can learn from them and get good connections. So, what is the intersection of business needs, role responsibilities, candidate skills and personal motivation? You could talk about how you learned a lot over the years, interact with, read, or listen to the heavy-hitters in your industry, and you have seen in person the impact exposure to them can have on a company as well as an individual. Not only does a response like this concern the needs of the role and the company, but it binds in your skills and shows that you are personally motivated by the mission. 3) Why do you want to leave your current role/business? This is always a fun act of balancing, especially when you are running away from a job rather than one. (Not the ideal situation to be in, but this is the way the cookie crumbles to)The right way to answer this question is to focus on the opportunity. Be ahead thinking. Talk about what this role or society offers and why this is important to you. Do not focus on what is missing your current role, because you do not like your company, orYou feel like you've touched a ceiling. So, if your next step in your current company is a Director role, but that position is filled by a life sentence, structure your response around how you would like to have an impact in a certain area that this new role or company offers. Or, if you're bored by an aspect of your daily life that's less important to the role you're interviewing for, focus on the opportunity to raise your skill level with the new position. And no matter what you do, no matter how tempting it is, don't speak ill of colleagues, bosses or companies. Today you're wearing your professional pants. 4) Why was there a gap in your work history? Recruiters are more lenient of the employment gap than you might think, especially if you're working in marketing or technology. Often people leave jobs to pursue personal interests or take a professional risk that doesn't end up panning out -- and they're left without a job for a while. I asked MacIntyre for her views on the employment gap just to make sure I wasn't too lenient as a hiring manager. "There aren't too many red flags, unless they've left a company suddenly without a job scheduled", he said. "I'm listening for a good reason, whether it's downsizing, having trouble finding the right role, or making a career change". 5) What can you offer us that someone else can't? I really hate this question, because it puts you in a position to explain why you're a special flower when, frankly, there are other people out there who can do this job. I'm just here. But alas, people ask it anyway, so here's what I learned about how to answer that question right. First of all, don't insist on skills. All candidates who are seriously considering for the position will have a set of similar skills, so this is not something unique you can offer. Where people tend to differ the most is in their qualities à persistence, drive, creativity, etc. So, try to align the qualities that make you stand out with the problem or difficulties inherent in the role. For example, if the role requires the buy-in of a lot of different stakeholders to move the work forward, it's a really hard thing to do. No matter how skilled you are in your discipline, the inability to overcome that hurdle will make you ineffective. So maybe you'll point out how good you are at building relationships, and talk about how you've done it in the past. Or you could talk about your creative approach to problem solving, and how you used it to overcome people's hurdles in the past. These are all unique qualities for you (and, yes, maybe some other people out there), but if you have the skills and qualities that they have -- hey, you're sitting right in front of them, and the other person isn't. ;-) 6) Tell me about a result you are very proud of. This is a question you might hear asked in a couple of different ways. One of the ways MacIntyre placed it is, "What can you do?" better than a room with 100 people?" He says questions like this are great because they take someone out of everyday life, and they talk about the candidates for something that they love. This gives a great window on who the person is, not only what kind of work he does. So, no matter how this question is formulated, if you hear it, keep in mind that the recruiter is probably trying to figure out what tick does. What motivates you. The one who's passionate about you. Some interviewers are willing to hear about results outside of work, while others will be more interested in hearing something work-related -- it is good to ask if they have a preference for one or another. But prepare yourself with some examples on each side, so as not to be caught with the lowered metaphorical pants. If you feel uncomfortable bragging, remember that this question is about everything you're proud of. They have expressly asked to hear it! So don't worry about looking full of yourself, and it tells a short but interesting story about what you did and why you cared. "The best questions leave candidates to shine," MacIntyre shared, "and that's why I love those like these." 7) Tell me about once you made a mistake. The worst way to answer this question must take the same method that candidates often take in the "what is your weakness?" question. Trying to frame a mistake as someone else's fault, or highlight an irrelevant mistake to imply that you only commit small errors, it's a real cop out. There is also a way to answer this question that is not a monumental failure, but not even a great success -- and this is to think of a mistake that is so far away in your career that it is useless to mention today. For example, if you have nine years of experience in funnel marketing and are talking about when you didn't copy an email in 2007, you technically answered the question, but not satisfactorily. Yes, you admitted a mistake, but it is not related to the professional you are today or the role you are interviewing for. À Instead, think about a real mistake from the recent past -- last year or two -- which has a clear takeaway you can start with the interviewer. Here is a hypothetical example that an interviewer would love to hear for, say, a Sr. Manager of PR: "Some years ago I found myself in a difficult situation from the point of view of the assumptions. I misunderstood some of my team's clues about their involvement, and I ended up losing them to another team internally. He left us without a copywriter, and I ended up having to hire all that extra workload while scrambling for backfills. As they say, I realize I should have had more proactive conversations with that employee about his professional growth. She loved the job she was doing as a writer, but she felt thatthere was enough progress for her in the team -- which I could describe if I had been more communicative with her about it. Me finding someone great to support her, and I outlined a strong career path for her we talk about on a quarterly basis." 8) How do you handle stress or pressure? Not good. I mean, what do you want me to say? I think this is why this question pushes people a lot -- the knee reaction is that you are asked how stress makes you feel, not how you react to it, but this is what the interviewer is getting: what actions you take when stressful situations arise, and you do certain actions. Try to reflect on the last three to five situations where you were stressed at work. What did you do to overcome stress? If you joke about what you did, you might see a picture start to emerge. For example, I know many people I work with to respond to stressful situations by taking a step back from chaos and writing a list of what needs to get accomplished to get the arms around the problem. find breaking a big, complex problem in its components makes it easy to start doing productive things to calm down. try to respond in terms of paintings like that instead of clinging and say "oh, heh, I love stress, heh, bring it!" 9) What would your direct/boss/links reports say about you? "This is one of those questions where they will answer something like I am not a micromanager," or 'I lead for example,' so you have to answer this with a grain of salt," says macintyre. but questions like this that lend themselves to trivial or soft answers give you the opportunity to distinguish yourself. macintyre says that if he asks a question like this, he turns on when he hears an individualized answer -- something that tells you more about the candidate as a person. This could be something from "I am an inflexible fan of bruce springsteen" -- something (presumably) not related to work at hand -- a, "that I am a suck for beautiful design and totally geek out doing it every time it jumps into my role." like questions about your weaknesses or a time you failed, just be sure to not use this question as an opportunity for umilibrag. 10) What questions do you have for me? the biggest mistake you can make with this question is to have no questions. indicates a lack of curiosity and research. the second biggest mistake you can do is ask superficial questions. This also indicates a lack of research, but perhaps worse, it doesn't exactly make you look smart. What is the example of a stupid question? to begin with, anything you can discover alone through a little research. This includes information such as basic business history, product or service suites, key rental, or business performance -- provided the company releases information publicly, unless you are in the final stagelt's also smart to avoid questions that are related to human resources -- things like time off, salary, or benefit packages. If you're still inside to explore if there is a reciprocal match, jumping to this final stage can move the interview process forward too quickly, and it could turn out unfavorable for you as a result. Some better questions to ask are those that are built out of the conversation you had with the interviewer. Dig deeper into something you've talked about that lends itself to a more nuanced discussion. For example, if you've interviewed for a writing position and the interviewer briefly mentioned that the team's writers delight in design, you might ask some follow-up questions, such as: "You mentioned writers delight in design. Were they already able to design before they started here, or did they learn on the job? What resources did they use to learn?À "Did you say writers delight in design -- they also delight in other secondary skills, such as programming?" À "You mentioned writers delight in design. How often do they do their design work, as opposed to working with the internal design team, freelance or agency?" Another big topic of discussion is the structure of the team, and how the teams interact with each other. Getting context about how the team you're interviewing for is structured, and how it fits into the larger organization, is not just a thoughtful question, but also critical information to have. Without it, it will be hard to know if the position is right for you based on where you are in your career -- and where you want to be.It's nailing not just the answers, but the delivery Satisfying your answers is just a part of the interview. And while they should be enough to move the hiring conversation forward, some interviewers may get tossed out of the content of the response if the delivery is poor. A poor delivery could be a matter of stuttering, saying a distracting number of "likes" and "um", running out of breath and speaking at an embarrassing cadence, or simply buzzing about a long time after sufficiently answering the question. That sounds like trivial advice (and maybe it is, but here we are): The interviewer wants to make them right. They don't want to keep questioning candidates, and they certainly don't want to have an awkward conversation for half an hour watching you wriggle. So, remember to calm down. Just breathe. Speak slowly, so you won't stumble over your words or lose your breath in the middle of the monologue. One way to enforce it is through an old theatrical trick where you force yourself to speak a little slower than you think is natural. It helps you enunciate, gives you time to choose your words more carefully, and makes it easier for the listener to absorb what you're saying. Don't just go so slow that they think they're in a time warp or something like that. If you're unsure of how to a question outside the gate, take a shot and think about how you really want to respond instead of starting a tangent just to fill the silence. look for facials and other physical clues that the interviewer is ready for you to move it up on a question, stop saying "how," and "ehm," slow down cadencealso touch will help in this. to strengthen the importance of staying calm, cold and collected in your birth, I will tell you a story interview that my friend told me about a very kind recruiter who helped her get her current job. In his first interview in person, he was very nervous, and apparently he saw himself in the first round of feedback. the recruiter called her back and said: "When you come back tomorrow, drink a beer and relax." Some thoughts of separation on the interview each bombs some of their interviews. If you blow up the interview for lack of preparation, it's one thing. If you bomb him because it wasn't a crisis, try not to break down, reminding you that it wasn't just a crisis. It is that you and the company were not made for each other. For example, if someone has launched one of those intentionally bizarre questions of interview as "How many zeroes can you adapt in a Subaru?", I would be only in the working department and raised because that is a crazy question to ask someone. À you may also do well to remember what interviewing is sort of like dating. If it's been a while, you could really suck, but you will return to your groove the more you will. So if you find yourself recently on the job market, try to stack your interviews in the order of interest, if possible -- programming those you have more interest in after you have had some test functions less than roles.À If you cannot stack your interviews, ask a friend or a member of the family forgiving to do some dry work with you. It will be embarrassing, but to tell the answers to the common questions you might encounter -- out loud -- will make it more likely to come out with a certain degree of eloquence when it really counts. do you want other suggestions for the interview? discover how to make the most of a 30-minute interview. Originally published on 27 Jan 2016 7:00:00 am, updated on 28 July 2017

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