

OPCD Podcast: Episode 7 - “Second Round Interviews” (10/9/2014)

Interview with Ms. Lauren Frazier, *Eli Lilly Pharmaceuticals*

Mr. Paul Barber, *Eli Lilly Pharmaceuticals*

Ms. Erica Stallings, *Career Coach within the Office of Professional and Career Development, Harbert College of Business*

Voiceover: It’s interview - round two - on today’s episode of the OPCD Podcast and we’re talking what you need to know to land that job.

Last week we emphasized research. Knowing yourself and knowing the company and research is going to be the first step of this next round as well. But it’s moved beyond the question of whether or not you’re a qualified, adequate fit for the organization. Now it’s important to stress why and how you’d play an integral role on the team. Lauren Frazier and Paul Barber are recent graduates of the Harbert College of Business who now work for Eli Lilly Pharmaceuticals and, having successfully made it through the process of first and second round interviews, they offer this advice.

L. Frazier: Second interviews you really want to make sure that you have your research done. First interviews are very general and a little bit more surface level, so when you go in there that second time make sure you know a lot about the company and the position that you're applying for. They want to be very prepared with what you have to say and knowing what the job title is all about.

P. Barber: Yeah absolutely and I would just say they're really looking to see if, after your first interview, you went home and did your homework on the company. They're asking themselves what has changed in this person from the first time we interviewed them.

L. Frazier: Like Paul said, just do your homework and if the interviewer gave you any kind of feedback based on your first interview make sure you're going to make those improvements next time you come in. And just really make sure you're applying what's on your resume and the conversation to that specific job position.

Voiceover: And that goal of being specific is an important theme throughout this process.

P. Barber: Whereas the first interview as a lot more broad and maybe getting to know you and getting to know the kind of person you are. Second interview they’re really looking for specific examples of things that you've done. In the first interview the question might be like “tell me a little bit about yourself and what have you been involved with in your undergraduate studies,” while the second interview they're going to be asking you more about situations like “tell me about a time when you faced a challenge that you had never faced before and how you got through it.” Give me an actual example of something that you've done. I think it's a lot more personal and more geared to your specific paths and experiences.

L. Frazier: Yeah they really trying to get to know you better so definitely, when you're giving those situational examples of what you would do, make sure you're tailoring it to what you're interviewing for.

Voiceover: And for anyone who may be curious as to why these kinds of questions are asked, Erica Stallings has the answer. As an OPCD career coach, she helps students prepare for first and second round interviews on a daily basis.

E. Stallings: Employers ask behavioral questions because the best predictor of your future performance is how you've performed in the past. So being able to use your past experiences to showcase why you're the best and most qualified candidate is really key.

Voiceover: And while some of this content seems similar to what was important with first round interviews, Erica and Paul remind us that the format here may drastically change.

P. Barber: With my first interview it was mainly researching the company, looking online and that sort of thing. When I got called back to a second interview I got lunch with another pharmaceutical rep with Lilly and started learning more about what is a typical day looks like. What are the ins and outs, what are the things that I can learn about this company that you couldn't learn about on a website.

E. Stallings: You can expect to meet a number of individuals. The interview may also last a full day, which means you could have lunch or dinner with your potential employer, as well as coworkers, supervisor and other peers that you would be working with on a daily basis. So dining etiquette and being able to carry a conversation is going to be very important during the second interview process.

Voiceover: As always the OPCD has your back here too. They offer etiquette classes that can help you navigate formal dining events such as these, so sign up for a session next time your there for resume or interview help. And if you're needing a little assistance with the company research mentioned earlier or even polishing up your LinkedIn profile, they've got you covered there as well. We're all about helping you get hired. Thanks so much to Erica, Lauren and Paul for taking the time to talk us through second round interviews and for anyone who may be feeling a little overwhelmed at this point, they leave you with this advice.

P. Barber: One thing that's important to remember too is just being yourself. Don't get worked up about "I've got to make up the best answer I possibly can," but just being honest with them and being upfront with them. Just trusting that if it's a good fit for you they're going to recognize that. That's their job, to recognize talent. If you're a good fit for the company they're going to realize that and give you an opportunity.

L. Frazier: They're definitely looking for transparency, so definitely be yourself. If you react normal to the situation and it doesn't seem like something you sat there and recited then they're going to notice that too and they're going to appreciate that.

Voiceover: So there you have it. If you'd like more information check the OPCD schedule for full seminars on second-round interviews and be sure to click that subscribe button in iTunes so you get the latest episode from us each week. Good luck on that interview and I'll see ya soon!