

Solutions-Based Interviewing: Stand Out with AI

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About Paul Cameron

- Founder, Sr. IT Recruiter at Speed Up My Search, Inc. (formerly DriveStaff)
- + Reverse Recruiter for IT leaders
- + Author, **"IT Resume Mastery"** Find it on Amazon
Coming soon, "AI Mastery for Job Search"
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Important Concepts

- **Huge Misconception:**
"If I'm qualified, they'll hire me, if not, then they won't!"
- 7 to 1 vs. 3 to 1
- You **MUST** be able to sell yourself:
If **YOU** can't sell yourself, **WHO** will?
- Subtle Sales Techniques:
The Slow Pitch Down the Middle

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 **My Goal:**

Show you how to interview better than your competition.

- ~~Practice that skill until you get it right.~~
Practice until you can't get it wrong!

My Challenge to you...

Tell someone you came here tonight.

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 **Attitude & Strategies**

- Avoid the Attitude Traps!
 1. Positive attitude about the search - Q1, Q2, Q3, Q4
 2. Job club conversations. The toes you step on today...
- Adopt the Optimism of a Dog!



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 **Open the Interview**

- Give yourself an advantage right from the start!
- Use the Ice Breaker

Opening Question:

I know a little about the position from the description, but I'm curious what YOU would be looking for in the ideal candidate?

Ice Breakers:

Did you have any trouble finding the place?

No, not at all. I've actually really been looking forward to our meeting today so I knew the route pretty well. I've heard quite a bit about XYZ Company, from what I've understand about this position, it sounds very interesting. Can you tell me exactly what you would be looking for in this role?

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Use Text Shortcuts!

- Text Blaze: Chrome Extension



- Free version = 20 snips
- Pro version = \$2.99/mo paid annually \$36
- **Mac users** try Keyboard Maestro, also \$36

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Key Shortcuts to Set Up

1. Each job experience and title the shortcut "\job1", "\job2", "\job3"
2. Your education saved as, "\edu1", "\edu2"
3. Your certifications saved as, "\certs"
4. **Blind Resume:** A resume without contact information. Save as "\blind"

Anything from your resume you manually typing in more than once.

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Know the Company – Full Prompt

Company Research Prompt:
Act as a senior recruiter with expertise in company analysis and tell me about [COMPANY] based in [LOCATION]. Use the company profile I pasted below combined with any knowledge you already know to help me answer these questions:

- What industry are they in and what product do they sell to make money?
- How large are they (by employees, locations, & revenue) and when were they founded?
- Summarize up to three noteworthy or unique things about this company or their products.
- Based on your summaries and the fact that my job title is [TITLE], think step by step to suggest 3 insightful questions I can ask during my job interview to demonstrate genuine interest in this company or in their products.

Company Profile: [paste profile here](#)

Presentation slides were MUCH shorter and abbreviated. Copy ALL above as a prompt.

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 **Know the Interviewer – Full Prompt**

Profile Research Prompt:
Act as a senior recruiter with expertise in LinkedIn profile analysis and analyze the profile below.

- How long have they been in their current job and how long at this company?
- How long have they worked in this type of role?

Example, an HR Director 5 years & Recruiter 3 years, means they worked in HR for 8 years.

- Briefly summarize their 3 most noteworthy career accomplishments.
- List up to 2 unique aspects of their career progression compared to others with that job title.
- Based on those accomplishments and unique progressions, suggest 3 insightful questions I can ask during my job interview to demonstrate genuine interest in this individual.

Profile: [\[paste profile here\]](#)

Presentation slides were MUCH shorter and abbreviated. Copy ALL above as a prompt.

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 **Know Your Strengths to Their Needs:**
Why should I hire you?

Introduce them to the Me-Monster

OR

Introduce them to solutions to their needs



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 **Know Your Strengths to Their Needs:**

Prompt #1:
Act as a senior recruiter with expertise in matching talented individuals to jobs.

I will start by pasting a job description (jd) below. Analyze it to: understand what is expected of someone in this job, the unique challenges of this job, and the root causes of those challenges

Reply only to confirm that you read it and understand what I asked, then I will then paste my resume for you to analyze for this jd and give you further instructions.

[\[paste job description\]](#)

Presentation slides were MUCH shorter and abbreviated. Copy ALL above as a prompt.

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Know Your Strengths to Their Needs:

...after ChatGPT confirms...

Prompt #2:
Excellent. Now analyze my resume, weighing my most recent experience at [company] the strongest, give me 3 key reasons my skills and experience would be a strong fit for the jd previously analyzed.

Also give me 2 unique reasons that are not obvious without your careful analysis that explain why I am an excellent fit for this job.

The goal of all 5 reasons is to help me apply my strengths and skills to their unique needs when they ask why they should hire me.

Here is my resume: [paste resume]

Presentation slides were MUCH shorter and abbreviated. Copy ALL above as a prompt.

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Interview Prep

Prompt:
Act as an experienced [hiring manager's job title] who is an expert in the required skills for this job: [key skills].

Give me 5 experience-focused job interview questions covering key aspects of the role such as technical skills, leadership, problem-solving, and teamwork.

Explain what you are assessing and how to answer each question effectively.

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Interview Prep

Extra Prompt NOT in the presentation:
Act as a hiring manager interviewing me for a [Job Title] and you are an expert in the primary skills required for the role which I have pasted below these instructions.

Give me 3 challenging job interview questions you would ask me to determine if I am qualified for this job based on the skills required.

Then, pretend you are interviewing me for the same job as an HR Director who is an expert at determining a candidate's ability to work well within a team of technical experts and give me 3 new interview questions without duplicating the questions you asked as a hiring manager.

All questions must be related to the requirements of this job pasted below. Do not include questions about travel, benefits, or education. [paste the job description]

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Techniques to Answer Common Questions

- What's your greatest weakness?
 - Answers to Avoid:
 - I have no weaknesses
 - The "but it's really a strength" answers
 - The Weakness Formula:
 - ID Negative Q – Show you are a problem solver
 - Make it Past Tense + Finish with Solution
- Why are you changing jobs? Or Why did you leave your last job?
 - Answers to Avoid: I want out because...
 - Use Running to format, not running from.
 - Compliment previous employers = likable.
- Where do you see yourself in 5 years?
 - Answers to Avoid:
 - Running my own company
 - Living in Arizona
 - Show specific interest in them.

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Where did that prompt come from?

- 1. I found good question I liked
- 2. I asked ChatGPT what prompt to use.
- 3. I used that prompt.
- <https://interviewai.io>



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Close the Interview

Ask a closing question.

- Given everything we've discussed, does it look like I'm a good fit for the position?
 - Yes? "Great, what's the next step because I'm very interested in the position!"
 - Maybe. "Great, what's the next step because I'm very interested in the position!"
 - No. "I'm curious what makes you feel that way." If it's a skill you have that THEY DON'T KNOW YOU HAVE, you can address the issue IN THE INTERVIEW!
- #1 Killer of Sales People: You cannot overcome objections you do not get!
Give them a chance to object while you are there.

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Job Posting Analysis

FULL Prompt:
Act as an experienced recruiter with expertise assessing key responsibilities in a job description. For the job below:

1. Identify and summarize 5 key responsibilities that positively impact the company if done well.
2. Identify any unusual skills or responsibilities required for this job that do not seem typical for someone in this role to possess. Explain how these could indicate that this job might not be exactly as it is being portrayed and what insights these discrepancies provide about the status of the organization.

For example, it's unusual to require a programmer to repair printers, which could indicate that company is overextending its people due to financial issues.

Here is the job description: [paste description here]

Presentation slides were MUCH shorter and abbreviated. Copy ALL above as a prompt.

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If you could...

- Analyze job postings effectively
- Prepare for interviews strategically
- Apply your skills to their needs
- Answer tough questions easily



Would you land a job faster than someone who didn't?

Seek out books like Martin Yate, Harvey Mackay...

Rick Pitino's "Success is a Choice"

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An Efficient, Structured Approach to Job Search

Job Search is a process anyone can learn...

- ✓ Customized search plan to ensure consistent improvement
- ✓ Strategic resume structures to get more employers calling you
- ✓ Advanced Interview Preparation to get better results

...and you can study at your own pace!

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