

College Graduates Job Interview Skills Path Analysis

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Abstract: As the number of college graduates increases year by year, how to stand out in the job interview and get the position of their own heart has become an urgent problem to be solved. Based on the problem of difficult employment of college graduates, through the analysis of the employment status of college graduates and existing problems, and then put forward the interview preparation, interview skills and improve the interview after the interview three aspects of interview skills path analysis, aimed at improving the employment rate of college graduates, to help college students find work value and significance.

Keywords: College graduates, Applicant, The interviewer, Job interview techniques.

1. Analysis of College Students' Employment Status

The number of college graduates in 2023 is expected to reach 11.58 million, and the employment of graduates has attracted much attention from the Social Society. According to the survey report on the employ ability of college students in 2023, the choice rate of the graduates in 2023 will increase from 50.4% in 2022 to 57.6%, and the proportion of slow employment will increase from 15.9% last year to 18.9%. At the same time, the proportion of those choosing freelance jobs dropped to 13.2 percent from 18.6 percent last year, and those choosing to continue their studies in China dropped to 4.9 percent from 9.3 percent last year.

According to the report, the total number of college graduates will further increase in 2023, the contradiction between social demand and employment is becoming increasingly prominent, and the needs of employers are constantly adjusting, which requires college graduates to further refine their employment goals, change their employment concepts, constantly improve their abilities, and master good job interview skills.

2. The Significance of Job Interview Skills for College Graduates

The interview is a process of close contact between job seekers and HR, and is an important step for whether the candidate can apply for the job. Because of its intuitiveness, interaction and flexibility, it can more intuitively reflect the candidate's on-the-spot coping ability and professional core competence.

In the face of many graduates from the same group of college students, how to make themselves stand out among the candidates with the same professional basic knowledge and ability, job interview skills play an important role. Through the interview success rate statistics show that: university as the school, organization, community and class student cadre interview has a considerable advantage, its interview success rate is higher than the same professional with the same ability graduates. This is because these students in the college period very good exercise their improvisational ability and language expression ability, comprehensive ability is strong, at the same time strong language expression ability, interview state, etc., are the job interview needs to focus on training skills.

"If you want to do a good job, you must first use its tools", we must pay attention to the knowledge accumulation, ability training and basic work of mentality required in the early interview, and actively learn practical interview skills, in order to be able to stand out in the job interview and gain the favor of employers.

3. The Problems of College Graduates' Job Interview

In the actual interview process, most of the graduates think that they have made a very sufficient preparation, but often contrary to their expectations, this is because most of the candidates do not grasp the HR application vane, often only pay attention to a certain aspect or a few aspects. Because the employer through the interview inspection, not only professional skills, but also including job motivation, language expression ability, appearance demeanor, personal cultivation, logical thinking and soon. In the face of more and more strict interview mechanism, college graduates have endured hardships through the written test, but there are many problems in the interview, specific performance as follows:

3.1. Inadequate preparation before the interview

On the one hand, some college students do not form a full ideological attention to the interview, the preliminary preparation is sloppy, holding a fluke mentality to the interview, which will inevitably lead to the final result of the interview is not satisfactory; On the other hand, as college graduates have just entered the formal job search stage, their positioning is not accurate enough, high expectations cause the interviewer to doubt the ability of the candidate, low expectations will affect the interviewer's interview state, resulting in unsatisfactory results; Third, is also the problem of many interviewees, most college graduates do not according to their occupation and other conditions, carefully write possible topics, in the face of the interviewer's questions at a loss, leading to emotional tension during the interview, lack of confidence, thus affecting the final interview results.

3.2. Neglect behavior and habit correction

Interview is a very formal and serious occasion, the need for the most serious code of conduct and etiquette cultivation to show themselves, because college graduates have just stepped out of the campus, has not fully adapted to the

workplace, in the interview ignored some of the bad behavior habits formed during the correction. The main situations are: the concept of time is not strong, late for the interview, which is the fatal reason leading to the interview failure; Improper appearance, external in the image do not care, or care about the wrong direction, the need to wear formal clothes, do not messy and unconventional; The use of inappropriate body language, this is also the most easy to be ignored by the applicant, college students during the school period few people on their own some body language put forward correct, so often ignored by themselves, such as not knocking before entering the door, sitting crossed legs and so on, are very damaging their own interview image behavior.

3.3. Poor language skills

The lack of language ability is a common problem in the interview of college graduates. Strong verbal expression ability marks a graduate's maturity and comprehensive quality, which is the most intuitive reflection of the comprehensive ability of four years in college. Some candidates in the interview did not pay attention to their own language, tone, intonation of the appropriate use of speech, or stuttering, or body language too much, expression is too rich. Due to different jobs Different industries have different requirements for employees' verbal skills, which also have different effects on the interview results.

3.4. Lack of self-presentation ability

College graduates' self-presentation ability is manifested in the elaboration of their own advantages. In the interview, when asked about their expertise, some college students like to brag about themselves, over show themselves, and the overall performance is too publicity; While some graduates, on the contrary, will be too humble when asked these questions because they are nervous or lack confidence, and their answers lack confidence, showing talents that are not commensurate with their resume experience, thus making the interviewer question their talents.

3.5. Ignorance of the position they are competing for

Fresh graduates are often caught in a whirlwind of blindly sending out resumes without knowing the employers they are applying for. As the graduates do not have a thorough understanding of the target unit and the target job in advance, they only pay attention to the salary level during the interview, and have no idea about the history, current situation, organizational structure and main products of the recruitment company, so that the interviewer will re-consider and evaluate the graduates even if he sees the graduates' education background and achievements during the university period.

4. Preparation Before the Interview

4.1. Hardware preparation

The "hardware preparation" here is relative to the "software preparation" below, the so-called "hardware preparation" is the external preparation of the applicant, including appearance, manners and so on. In the process of job interview, generally speaking, sufficient "hardware preparation" is undoubtedly to give the interviewer a very deep and good first impression. At the first meeting, the interviewer's general feeling of the candidate depends on the first impression in the first 30 seconds, and the subsequent questions are more to verify

the judgment of the interviewer, constantly affirming or denying, and finally choosing whether to move on to the next step until the admission.

4.1.1. Get the perfect resume

A great resume is a foot in the door to the interview process, and many people's resumes are either biographically complex or overly simplistic. Be clear about the goal of your resume submission: like advertising, get rid of your "sales pitch" as much, as quickly, as well as with less effort, so it shouldn't be too long; Set yourself apart from the rest of the job seekers; It turns out that you are the best person for the position. In a word, resume is an indispensable part of the job hunting process, so it is necessary to make a perfect resume and leave a good impression on the interviewer.

4.1.2. Show up on time

Punctuality is basic etiquette. Tardiness is a no-no during an interview. Ideally, arrive 10 to 15 minutes early. Choose the way to travel according to the distance of the interview location in advance, and pay attention to the day. Be as prepared as possible to avoid delaying the best time for the interview. After arriving in advance, you can familiarize yourself with the surrounding environment in advance. Please wait patiently, avoid looking at the east, looking at the west, coming and going, endless.

4.1.3. Dress appropriately

As the old saying goes: "respect clothes before respect people", when you meet people for the first time, appropriate clothing is the greatest respect for others, it will also affect the interviewer to the candidate's first impression. Proper dress reflects not only the energetic spirit of the job seeker, but also reflects their sincere and cultured quality. Clothes do not have to pursue brand name, just advocate neat, appearance does not have to pursue heavy makeup, just clean atmosphere. At the same time, college graduates do instrument appearance modification should also take into account the nature of the reported enterprise and the reported post. For male students, a navy blue or dark gray suit with a white shirt and a simple tie is a good choice for most interview situations. For girls, there are plenty of options, but a casual look is the natural norm. Prioritize a dark or neutral color suit and pair it with half heels. Hair should not be too conspicuous, girls can wear light makeup, avoid heavy makeup, perfume smell too strong.

4.1.4. A decent demeanor

Unspoken presence language can reflect a person's upbringing and show poise. Before entering the house, tap on the outside of the door several times and ask permission to enter. Confidence is shown by greeting the interviewer when you enter the classroom, declining politely, smiling broadly and shaking hands firmly. Can't shake the west east shakes when walking, posture is, pace wants moderate, hold your head high, reliable, economical to run, when the interviewer asked you to sit down, sits down, to light stability and keep the straight, stand up after kowtowing, not only do it next to the chair, proper posture to sit chair two-thirds, upper body upright, to sit out a generous quiet beauty. And the interviewer talk, should be smiling, two eyebrows relaxed, no matter how the interview process, after the interview, should smile to welcome, stand up, to the employer to provide you with an interview opportunity to express sincere gratitude, and finally politely exit the venue.

4.2. Software preparation

The so-called "software preparation" refers to the

applicant's own internal preparation.

4.2.1. Emotional self-perception

For candidates, nervousness and fear are the main obstacles to a successful interview. When looking for a job, college students should listen attentively to each other and actively use their own thinking. When adjusting their mentality, they should be equal to each other, recognize each other, eliminate the feeling of pressure, and let the expression flow freely.

4.2.2. Self-control of emotions

First, learn self-encouragement to improve self-confidence. In front of the examiner, candidates often feel inferior, psychological pressure is great, which is understandable. But the candidate does not compete with the examiner at present, but is competing with other candidates, other candidates may also have a sense of inferiority in front of themselves. At this time, the applicant has strong self-confidence, courage, performance is better than other applicants, is completely successful. Second, it is necessary to have psychological preparation. It is necessary to have sufficient psychological preparation, but also to have the content and expression.

5. Interview Skills

5.1. Listening skills

Listening is one of the main communication skills in interviews. The interview process is all about "listening" and "speaking" between the interviewer and the college graduate. The graduates listen patiently, which is not only polite and respectful to the interviewer, but also a sign of the graduates' confidence. Under normal circumstances, listening to an interviewer "speak" should be: keeping eyes on the other person and making eye contact with the interviewer from time to time. Paying attention doesn't mean looking stiff. It means smiling, smiling and expressing appreciation for the interviewer. A well-timed, knowing smile can reduce the psychological distance between the two parties and bring the atmosphere into harmony, which will reduce their nervousness. Avoid laughing too loudly during the interview, which will give the interviewer the impression that you are not in control. Use the right short words like "yes" and "yes" when speaking to confirm the interviewer.

5.2. Answer questions well

The main part of the interview is the interviewer's ability to answer questions to assess the overall quality of graduates. Graduates answer, one is to closely around the questions asked by the examiner to answer, first talk about personal opinions, and then use materials to demonstrate; So that the center is prominent, confident, clear level, avoid answering the question. For example, when answering the question of salary and welfare, do not ask too much, otherwise it may cause aversion to the other party. Second, answer the questions comprehensively and objectively. Blindly show the advantages, show potential, this is the common method used by graduates to recommend employers. If you give a comprehensive and objective explanation of your weaknesses, the employer will think that you are humble, and you can think twice when you think about problems, and at this time your weaknesses just become strengths. Finally, you should be careful about the interviewer's intention to "make difficulties" or set "traps". When some interviewers ask questions, in order to test the adaptability of the candidates, they specially make a few difficult questions.

5.3. Language skills

Concise, accurate and flexible oral expression is a magic weapon for college graduates to win in the interview. If you don't "speak" well, you won't stand out from the crowd. Only if you are good at expressing yourself can you. Let the employer have an overall understanding of themselves, and then taste the victory fruit. The interviewers often let the candidates introduce themselves first, and then ask questions and speak. Interview self-introduction is a more difficult topic, you should have psychological preparation, and strive to let your self-introduction to impress the interviewer. Initial impressions often take over very quickly, so what you present early in the interview is much more important than what you present later in the interview. Be brief and to the point when introducing yourself and answering other questions. Since interviews are often limited by time, try to get as much material to the interviewer as you can in the given time, if needed. And the presentation should be organized, focused and logical.

6. Improve After the Interview

Most college graduates will face more than one interview, the end of the interview does not mean the end of the job search, after the interview to further improve and seize the second chance become a lot of college students to make up for the first interview is not enough. To be specific, do the following things after the interview:

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At the end of the interview, you can try to get the interviewer's email address and other contact information through the employee of the applicant company, and write your own information during the interview in the thank you letter, deepening the impression of the interviewer and enhancing your good impression.

6.2. After the interview, do not inquire about the results

After the interview, the company's human resources department will let you know when the interview results will be. During this time, be patient and do not inquire about the results.

6.3. Adjust your mindset and mood

College graduates tend to be applying to multiple companies at the same time, which leads to multiple interviews. After an interview with a company, be sure to adjust your mentality and mood in time and put your heart and soul into the next interview regardless of the result of the previous one.

6.4. Look up the results of an interview before waiting for them

In one real case, an employer sent messages to two job

candidates at the same time, but only one remained. So the company decided to test the initiative of both candidates. After the deadline passed, one applicant called the next day to check the results, but the other had not been heard from. So the first candidate was offered the job naturally. This suggests that regardless of the outcome, candidates should always remember to inquire after the waiting period.

6.5. Be humble in victory and gracious in defeat

If you win the competition and get a job offer, don't get complacent and be ready to take on new challenges. If you fail in the competition, don't be discouraged, learn from your failure, and focus on the next job application.

7. Summary

The interview is the most stressful part for graduates when looking for a job, because the interview has evaluated all aspects of graduates, whether they can successfully find employment must first pass the interview. Graduates in the job interview in order to cope with freely, more clearly show themselves, need to position themselves correctly, improve

the overall quality, at the same time also have enough psychological preparation, better grasp the interview skills and appropriate use of interview skills can finally succeed and realize its integration into the society this life value.

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