

Reflection on Job interview: Hassan Khan

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For the purpose of this reflection, I will be using Gibbs (1988)

Description:

For the interview I attended, I thought it was a good idea to wear a suit and tie because the instructions on the application were to attend in Formal wear. As I got to the interview I was immediately seated in a waiting room awaiting my turn to present myself to my soon to be boss. The company I applied for a job with was a marketing firm, specialising in face to face sales and a lot of charity work. The job description caught my eye as I've always wanted to be good with my marketing and networking skills; two very important things in business and that is the field I want to get in to. Myself along with three other applicants for the job, were sat waiting when I was called in for my turn. I walked in and that is when I met Luke Walker who was the boss of the company. He was very well presented and very professional, he then ran me through the interview, asked me a couple of questions and was immediately impressed with my response. I was then taken out for my trial day that same day, and my job was to observe the colleague I was with and what he was doing and how he came across to customers on the busy town streets. I was just admiring how he handled every situation with a smile and every conversation with a uplifting laugh. My job that day was to take notes so that I can be tested at the end of the day when we go back into the office, this test would decide whether or not I got the job. It was a pretty straight forward test and I got through it fairly quick. We were then called into a room, myself and three other applicants. Only one of us were to be picked for the job and thankfully it was me. We then had a private chat, myself and Luke and we discussed how far I would like this job to take me. It was an amazing opportunity I was giving that day with life changing skills that were learnt and mastered over time.

Feelings:

At the beginning it was a lot of waiting. I started to feel nervous when we were waiting to be called in, to see if we got the job. That's really when the tension started. As nerve racking as it was I had to go in confident and firm when I was called in. I had to tell myself to be humble in defeat. I also felt scared to face the interviewer, because he was so well presented, I felt I could not reach his level and thought maybe I'm not cut out for the job. I immediately changed my thoughts and started thinking positively but the thought of being a nobody compared to some of the people in that office kind of put me off. It wasn't to the point where I don't want to go through with the interview anymore but more of a ego killer. I always think highly of myself and I think I present myself very well, but when I seen some of the people in that building, I thought I should just humble myself.

Evaluation:

There was a lot of good things about the experience, but my personal favourite thing about the experience was that I networked with people who are making more than 6 figures. People who I want to be like, people who are financially free. That's my dream, that's my goal. The bad thing about the experience was that I was sent out into the work world on a interview. Stood in the cold analysing a colleague at work. I found it weird and I have never experienced anything like this before. But it also boosted my knowledge in a lot of different ways. It was the first interview I attended that required you to actually learn and observe to later take a test in that same day. It wasn't built for everyone, because I seen applicants walk away from the job on that first interview day. They probably didn't like the job or it was maybe too hands on for them. Maybe the fact of

being self employed and working for commission only, not even a basic salary is what scared them. I know it was a shock to me at first as well, that we will be working for a commission based wage. We had no basic set salary, if we went into the field and made no sales, we would be walking home with no wages. You got paid for how hard you worked and how many sales you brought forward. For the people who had no problems with bringing in sales, it was the best thing ever. If they had four sales in the day they would be going home with over £100. I think it just came down to who you are and are you fit enough to work in these environments. It also came down to if you can take abuse or negative comments made to you by the public.

Analysis:

The sense I could make of that situation and conversation was a lot of communication and eye contact was made throughout. It also felt like it was required or demanded from us to engage in both. I think how you presented yourself mattered as well. He was a very well behaved gentleman and you had to be on his level or understanding to engage with him. I think I could sense a bit of superiority from him also, he thought how he lived and how he maintains himself was better than others. To follow up on that, he even told me he thinks he's better than others. That was probably the only thing that put me off about the interview but I really liked his confidence so it tied in. It was a good thing and a bad thing in my opinion. The way he engaged with me throughout the interview showed me a sense of care also. It showed me he was interested what I do outside of work and what I aspire to be in the future. The conversation was really good and I could tell he was the type of person that could change your life or your idea of life with a few conversations.

Conclusion:

I could have done a lot better, so I definitely had improvements that I could have made. I think that I could have been more switched on and more focused on the job and what I needed to learn, instead of stressing and focusing on whether or not I am going to get the job or not. It would have made me a lot more confident in myself.

Action plan:

If I was to ever be in this situation again I would definitely engage more, ask more questions and get life changing advice. I would also focus more on what I needed to do at that specific time. I would also focus on the applicants before me and their reactions more, to see if the job is the right one for me.

Interview researchers have found out and acknowledged the importance of the applicants reaction towards the job interview, it will also show the upcoming applicants on what they're dealing with. The applicants reaction to the job interview will impact their job acceptance decisions in the future also. (e.g; Schmitt & Coyle, 1976)

Reading something online (Stephen W. Gilliland & Dirk D. Steiner, 1999) I understood that the interviewer should show the applicant that they want them on the team and are willing to give them the job if they meet the requirements. The interview should be a discussion rather than a question and answer session. This will make the applicant more confident in answering the questions if it's more casual. This way applicants can really express themselves and give the interviewer a real idea of who they are and why they qualify for the job. It is better to have trust and a real conversation in these circumstances, I know personally that if I had an interview like this. I would come out more comfortable and I would have my head held high. Knowing that the interviewer really engaged with me and wanted to know on a personal level and I really am instead of the person I was pretending to

be for the interview. I think a lot of people have this problem, they act like someone brand new when they go for their job interviews or anywhere work related. They think this bring a new image upon themselves and how they should act when in the work environment. I agree to an extent that professionalism must be applied while working, but I don't believe that we should change who we are to prove that we are professional. I believe that if you act differently to how we really are it would depress us because that's not who we actually are. In the simple way if you have to put an act on to fit in somewhere, you don't belong there. To feel that sense of belonging be yourself but also bring that professionalism and tie them both in together. This will form the person you aim to be, someone who's confident in his actual appearance and behaviour but knows when to turn to the professional side.