

Tips for a Second Interview

You have been invited back for the second interview. Now what? The object is to verify the first impression and deepen it. Trying to sell yourself “more” in the second interview is a **bad strategy** because it undercuts rather than enhances the first impression. Instead, consider the following strategies:

1. Offer new information.

If you talked about your experience and accomplishments the first time, now talk briefly about your ideas. You want the interviewer to know more about you, just as you want to learn more about the organization.

2. Give new examples of what you have accomplished.

For example, in the initial interview you may have talked about your leadership roles on campus. Now talk about your academic or athletic accomplishments and provide additional examples to demonstrate you have the skills mentioned in the screening interview.

3. Ask more specific questions.

You should be trying to verify what you were told, as well as what you learned from a competent literature or Web search. What questions must you have answered before you can make an informed choice?

4. Let your research show.

Quote some of the people to whom you have talked - not naming them if that is inappropriate. What issues did they raise? This lets the interviewer see that you are serious about the job without gushing about how much you think you would like it.

It is important to tell each new interviewer the same story. Repetition is boring, but these people didn't hear your previous answers. The people who interviewed you may get together for a debriefing. If each one heard a different answer to the same question, your sincerity may be questioned.

If You Have a Group Interview:

Keep your answers consistent.

Sit across from, not next to your strongest supporter.

Give equal eye contact to everyone at the interview, not just the person you perceive has the most power.

If you don't have an answer, admit it or say, “Please give me a minute to think about that.”

Expect bizarre questions. Answer honestly and carefully.