

Post Doctorate Industry Interview Preparation

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What We'll Cover Today

- ▶ **Industry Opportunity Examples**
- ▶ **Job Search Strategies**
- ▶ **Effective Interviewing**
- ▶ **Praxair Process**
- ▶ **Sample Behavioral Questions**

Industry Opportunities

At Praxair you can:

- ▶ Take step-change products and processes from conception through to initial commercialization.
- ▶ Get broad exposure to Praxair's business, engineering, and marketing functions.
- ▶ Take initiative; manage risk
- ▶ Work programs through company and/or customer organizations
- ▶ Hire, develop and motivate exceptional people
- ▶ Implement strategies and goals
- ▶ Leverage technology to create value for the company

Job Search Strategies

- ▶ **Company website**
- ▶ **UB Career services**
- ▶ **Campus recruiting (Fall / Spring)**
- ▶ **Newspaper advertisements**
- ▶ **Job boards**
- ▶ **Skill or industry specific web-site**



Effective Interviewing

What do industry employers look for?

Effective Interviewing

- ▶ **Gets you an *interview*.**
 - Degree
 - Knowledge / Expertise / Experience

Effective Interviewing

- ▶ **Gets you hired:**
 - **Interpersonal / team skills**
 - **Communication skills**
 - **Leadership**
 - **Action orientation**
 - **Creativity**
 - **Application of technical knowledge**

Effective Interviewing at Praxair

- ▶ **Interpersonal /Team Skills**
 - has worked well in a collaborative team environment; exhibits good listening skills
- ▶ **Communication**
 - demonstrates effective written, verbal, and presentation skills
- ▶ **Leadership**
 - possesses a track record of personal accountability and the potential to lead others
- ▶ **Action Orientation**
 - has taken initiative and possesses drive to change and improve
- ▶ **Creativity**
 - has solved problems in new ways
- ▶ **Technical Application**
 - exhibits the capability to effectively apply technical skills in an industrial environment

Effective Interviewing - Preparation



- ▶ **Create an effective resume / CV**
- ▶ **Know your resume**
- ▶ **Prepare and practice answers to behavioral questions**
- ▶ **Assess your career direction**
- ▶ **Research salaries**
- ▶ **Research the company**
- ▶ **Prepare your seminar**
- ▶ **Prepare questions to ask**
- ▶ **Select/check your attire beforehand**

Effective Interviewing - Execution

▶ Execution

- Dress/groom appropriately
- Carry/conduct yourself well
- Take initiative
- Be yourself (your **best** self!)
- Think before you answer

Effective Interviewing – Post-interview

▶ Follow-up

- E-mail 'Thank You' notes
- Call when appropriate

▶ Analysis

- For what were you unprepared?
- What could you have done better?

Offer and Pre-employment

- ▶ **Salary discussions**
 - During interview
 - Post offer

- ▶ **Other factors of offer**
 - Benefits package
 - Relocation
 - Visa sponsorship

- ▶ **Pre-employment screening**
 - Background check
 - Security check
 - Physical / drug screen

Praxair Process

Interviews

- Night before
 - ❖ Dinner with hiring manager
- Interview day
 - ❖ Seminar
 - ❖ 7 – 8 behavioral based interviews
 - ❖ Lunch with peer
 - ❖ Lab tour



Praxair Process

First Year and Beyond

- On the job training
 - ❖ Mentor
 - ❖ Manager training
- Company provided training
- External training
- Performance Management Process
- Evaluation of Permanent Residency Sponsorship



Other Interview Processes

- ▶ **Multiple visit interviews**
- ▶ **Group or panel interviews**
- ▶ **Assessment centers**

Answering Behavioral Questions

- ▶ Provide *actual experience* to exhibit abilities
- ▶ Follow S*T*A*R
- ▶ Be prepared to answer “What did you learn?”

Sample Behavioral Questions

Interpersonal / team skills

- **Describe a team on which you have worked.**
 - ❖ What was the greatest challenge in working with the group?
 - ❖ What challenged your interpersonal skills most?
 - ❖ How did you resolve those issues?
 - ❖ How did the team perform? What could the team have done better?

Communication Skills

- **Tell me about a time when you had to communicate something to someone who had difficulty understanding you.**
 - ❖ What was your initial reaction?
 - ❖ How did you resolve the problem?
 - ❖ What would you do differently now?

Sample Behavioral Questions

Leadership

- **Tell me about a time when you led a project or activity.**
 - ❖ What was your biggest challenge and how did you handle it?
 - ❖ What did you learn from the experience?
 - ❖ What would you do differently now?

Action orientation

- **Give me an example of something on which you worked that required you to take initiative.**
 - ❖ What were the issues/problems that you faced?
 - ❖ How did you work through them?
 - ❖ What did you learn from the situation?

Sample Behavioral Questions

Creativity

- **Talk about a situation (at work or school) where you had to solve a problem in a new or different way.**
 - ❖ How did you work the problem through?
 - ❖ How was your solution novel?
 - ❖ How was it received?

Application

- **How do you think you might apply your technical knowledge / experience in industry?**
 - ❖ How could you see yourself applying them at Praxair?
 - ❖ What interests you most?
 - ❖ What are your short and long-term career goals??

Questions?