

THE INTERVIEW

If the application submitted will be judged interesting by the company, you will be contacted for an interview, which usually consists in small companies in a chat with the owner, while those of medium and large is given to companies with expertise in the field of HR.

Normally the interview presents a cognitive/ motivational, so the interviewer will try to get as much information on the personal and motivation of the candidate, including through the use of aptitude tests or tests/ practical simulations. It also presents a technical nature in order to assess the expertise of the specialized nature of the person. The style that the examiner can take is varied, it may adopt attitudes assuming a seductive way of accommodating, enslaved, often expressing congratulations to the candidate. Assertive maintaining a cold and detached attitude almost provocative. It 'important to control their emotions. When professional applications maintain a style purely technical but placed in a serene and relaxed in order to create an environment conducive to conversation. And 'desirable to take into account these nuances to be able to get feed back hoped.

In this sense it is appropriate to remember:

- to tailor the "look" to the type of skills required;
- arriving during the interview with the maximum of information about the company;
- to prepare the remainder of the information curricular;
- to focus interlocutor putting themselves in the situation of listening attentively;
- to conducts the interview actively asking relevant questions and clarifying;
- to control their emotional state and non-verbal messages, showing interest and motivation;
- to consider the examiner not as a judge but as a person with values, doubts and uncertainties.

It is emphasized that the indications suggested may be more or less strengthened in relation to the individual style, context and characteristics of the interlocutor.

THE QUEST FOR INFORMATION

The information have a strategic role in achieving their professional goals. It happens not infrequently, to make the wrong career choices simply because you are not in-depth phase of research/ analysis of the opportunities and lines of development of their area. It should, therefore, make a constant reading of the socio-economic dynamics of their own reality, trying to grasp the factors that are best suited to meet the new demand for labor.

The acquisition of information also implies the exploration/ mapping the network of relationships that each possesses. In this sense, remember and contact are preliminary actions to further action, instrumental for the definition of their professional project and to the action of active job search.