

I	I	It's all about you! Our normal working day tends to focus on working as part of team and it is all about 'we' and then, unnaturally for most, in an interview, you need to talk all about you and what you've done. This can take practice. Remember, the interviewer really wants to hear about you and if you talk about 'we' the interviewer is left wondering what you did.
N	Normalise	Interviews are not normal so think about how you can bring normality to the environment. If you can: <ul style="list-style-type: none"> ·Visit the room you are having the interview in, so it is familiar to you, this is your space as well as theirs ·Have a chat with one of the interviewers about the role ·Try and make the interview more of a conversation
T	Tricky questions	Think of all the tricky questions that might flummox you and prepare answers – if your issue is re-call in terms of recalling scenarios prepare in advance. So, if you get a question on 'conflict' think of the situation you will go to. If you need a prompt card can you take one of these with you - you probably won't need it, but it can often act as a safety blanket.
E	Eye contact and Rapport	Build rapport with interviewees – matching and mirroring. Remember people buy people. You are selling yourself. Keep eye contact when you are talking to your interviewers. This shows confidence in yourself.
R	Rehearse	Practice makes perfect. Thinking about the answer in your head is not the same as saying it out loud. Record yourself answering questions and see how it sounds. Is there someone you can ask to take you through your paces in terms of a mock interview? It's easier to practice in a comfortable environment.
V	Visualise	Think of how you want to come across – what qualities do you want to exclude. Make a list of them and think about how they will come across.
I	Interviewers shoes	If you were the interviewers what would you want to see/hear – put yourself in their shoes.
E	Energy	Make sure what you eat/drink beforehand keeps your energy up through the interview - protein based, low GI and avoid anything that gives you sugar/energy crash.
W	Wear your best clothes	Dress appropriately and look the part. When we dress the part, we feel the part.
S	STAR technique	Utilise STAR – Situation, Task, Action and Result. Around 70% should be on Action – what you did and how you did it. Think of it as someone observing you and taking them through your steps.