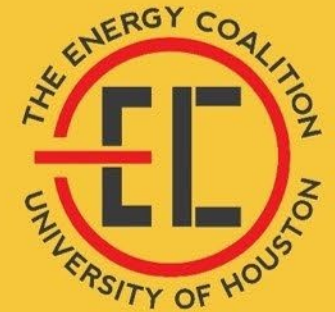


Energy Career and Leadership Webinar Series Spring 2023

Living Your Interview: A Foundation for Career Success



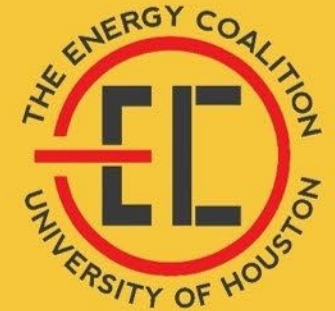
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Living Your Interview: A Foundation for Career Success

Greg Yeo

- Chief Engineer, ExxonMobil (retired)
- Consultant: Large Scale Decarbonization of Petrochemical Processes
- Marathon & Ragnar Team Trail Runner
- Enthusiastic, engaged & proud grandparent



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What is “Living The Interview”?

Being and presenting yourself as a person who the interviewer genuinely wants on *their team* for the next important project that they work on.

- Capable
- Authentic
- Engaged
- Purpose driven
- Collaborative
- The right balance of confidence and humility
- A person that you really want to know better

What Does it Take to “Live the Interview”?

- **Advance preparation:** Preparing as if it’s an important class
 - Understand the position, the industry, what you have to offer
 - Be able to tell your story in a relevant, compelling way
- **Presenting yourself at the Interview**
 - Be authentic, relevant, professional. And genuinely interesting to talk to.
- *Self-evaluation*
 - *How did I do? What can I do to be better?*
- *Improve*
 - *Get better each time.*
 - *Build skills, insights, accomplishments, credibility... and a career*

The Interviewer

- What is the interviewer looking for? *The “right” balance of:*
 - Technical Ability
 - Leadership
 - Collaboration
 - Communication
 - Grit
- What does the interviewer have to go on?
 - Academic record
 - Resume / CV
 - *Prior reference (maybe)?*
 - *Internship (maybe?)*
 - *Short Campus interview (maybe?)*
 - *Job fair or phone interview?*
 - *Recommendations?*

“Will this person make my team better? Would I want them on my team & my next key project?”

Preparation: Learning and Listening

Action

- Learn about the company and role *in advance*.
 - What do they *do*?
 - What is happening in this industry?
 - What do THEY *need* to be successful?
 - Are they looking for specific, deep skills *or* demonstrated capability to learn the discipline?
- **Know the needed balance** of Technical Ability, Leadership, Collaboration, Communication

Insight

It's hard to connect with someone if you know nothing about them.

Technical

Leadership

Collaboration

Communication

Grit

vs.

Technical

Leadership

Collaboration

Communication

Grit

Preparation: The Resume

Action

- Prepare an interesting resume that is a platform to tell your story in a ***relevant way***.
 - Technical capability
 - Leadership
 - Collaboration
 - Communication
 - Grit

Insight

Make your resume relevant and interesting

- Each element of your resume is an opportunity to tell your story and demonstrate your insight
- You have one page. Don't waste a single line. Connect each point to the critical characteristics.

Preparation: Your Story

Action

- Become GOOD at telling a story. Be good at telling YOUR story.
 - Relevant
 - Interesting & memorable
 - Authentic & credible
 - Respectful
 - ***Be deliberate about showing your ability to balance confidence and humility***
- Become good at having a professional conversation. ***Practice!***

Insight

Be deliberate about how you present yourself

- Be genuine, not scripted.
- Listen to good communicators.
What do they do that makes them good?
 - Presence
 - Belonging
 - Warmth
- Practice. Record yourself, then listen to it. ***Record your mock-interviews and listen to yourself!!***

Stretch. Develop. Grow. Develop Interests.

Action

- Stretch yourself. Seek out opportunities to grow your insights and skills.
 - Technical
 - Leadership
 - Collaboration
 - Communication
 - Grit
- ***Be a whole person.*** Get out of your silo. Connect with other people, disciplines, topics
 - Data and automation
 - Decarbonization
 - Technology
 - Societal issues & challenges
 - Read! Listen to thoughtful people on podcasts, TED Talks. Develop deep interests.

Insight

- **Do it now.** Lean in to every opportunity to grow and improve.
- ***Develop the skills wherever you can:***
 - While in school
 - Work
 - Volunteer / non-profit
 - Sports
 - Arts
- Find & grow mentors / role models in the key areas. *The fundamentals are much more important than tricks & tips & techniques*



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