

Interview Confidence Lab: Live

Because Confidence is Built, Not Born

Ten questions designed to stretch you. Practice tonight — take them home for more reps with a networking buddy.

BEHAVIORAL

Tell me about a time you had to influence someone with more authority than you.

- *"The situation involved a senior leader who..."*
- *"Instead of pushing back directly, I..."*

Describe a time you made a significant mistake at work. What happened?

- *"I'll be honest — early in my career..."*
- *"The mistake was mine. Here's what I did next..."*

Tell me about a time you disagreed with a leadership decision. How did you handle it?

- *"I had concerns about the direction, so I..."*
- *"I voiced my perspective once, clearly, and then..."*

SITUATIONAL

You're 30 days in and the job is nothing like what was described. What do you do?

- *"First, I'd assess the changes — are they good or bad?"*
- *"My first step would be to get clarity on..."*
- *"I'd want to understand whether this is a..."*

Your hiring manager wants to move forward with a candidate you have real concerns about. What do you do?

- *"I'd make sure my concerns were documented and..."*
- *"My role is to advise, not decide — so I'd..."*

CURVEBALL

What's your biggest weakness?

- *"Something I've actively worked on is..."*
- *"I tend to [honest trait] — here's how I manage it..."*

Where do you see yourself in five years?

- *"What I'm most focused on right now is..."*
- *"I want to grow in [direction] — and this role fits because..."*

Why should we hire you over other candidates?

- *"I can't speak to others, but what I can tell you is..."*
- *"The combination of [X] and [Y] is what I'd bring..."*

INAPPROPRIATE

Do you have kids? Are you planning to start a family?

- *"I want to stay focused on what matters for the role..."*
- *"My commitment to this work is something I can speak to..."*

You seem overqualified. Are you going to get bored here?

- *"That's worth addressing — here's why this role excites me..."*
- *"Overqualified isn't how I'd frame it. What I'd say is..."*
- *"I see it differently — the depth I bring actually means..."*

Language Lab

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These phrases work. Reword so they sound like you. Say them out loud — they feel different when you hear yourself use them.

BUYING YOURSELF A MOMENT

"That's worth thinking about for a second — bear with me."

"Great question. Let me think through that for a moment."

"Can I take that from a slightly different angle?"

"Excellent question. I'm stealing that for the next time I'm the interviewer..."

REDIRECTING & PIVOTING

"What I'd want you to take away from this is..."

"I can't speak to that directly, but what I can tell you is..."

"Let me reframe that slightly. The real answer is..."

WHEN YOU DON'T KNOW

"I haven't encountered that specifically, but here's a similar experience..."

"I'd need to dig into that. Here's my process..."

"That's outside my current expertise, and here's how I'd close that gap..."

"I haven't led that directly, but I followed it closely when it ran through another team. Here's what I took away..."

DEFLECTING INAPPROPRIATE QUESTIONS

"I want to make sure I'm focusing on what's most relevant to the role..."

"I'll take that as a sign you're trying to assess [X] — here's my answer..."

"I'm not sure that one's tied to the job, but what I can tell you is..."

"I won't answer that, but I will say this is exactly why companies hire HR people. Interview compliance training is part of what I do, and I'd love to do it here."