

# Newsletter - Eamali (2)

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Now you can have your career counsellor and the whole team in your pocket.

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Let's build and learn together!

Learn - Grow - Evolve



### #notjustmakingthetea

Have you heard the latest podcast episode?

Discussing the realities of our career and life choices made. Celebrating the parts that haven't gone to plan as much as those which have !

- Ep.5 - Developing successful learning strategies
- Ep.6 - Developing success habits

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### Money Matters

Throughout life we face numerous personal finance choices and decisions. For some of us, the process of making decisions is at best haphazard.

Read about and try the quizzes on the current topics -

- Borrowing
- Debt
- Bills

[www.eamali.com/money-matters](http://www.eamali.com/money-matters)

### Book Review

Read more - Learn - Grow - Evolve

High achievers make reading, learning and general self-development a priority. Aim to read at least 1 non-fiction book per month.

Bill Gates the former CEO of Microsoft is said to read around 50 books per year. Expose yourself to new ideas and learn from other people's mistakes.

- Unstoppable - Ben Angel
- #shemeansbusiness - Carrie Green
- TED Talks - Chris Anderson

[www.eamali.com/book-reviews](http://www.eamali.com/book-reviews)

### SUCCESS SKILLS 101

'Success' however it's defined, takes action, and taking good and appropriate action takes skills.

Success Skills 101 allows each individual to learn and develop at their own pace.

The learning hub\* includes access to '10 success topics' and an introduction to the podcast\*\* #notjustmakingthetea.

- Create your own learning strategies
- Develop successful habits

Take the quick quiz and see how well you understand the skills.

By developing confidence and an understanding of each of these topics, individuals will find that they are more willing to approach a variety of different 'life situations' with a positive focus - exams, revision, interviews, writing essays and dissertations.

VISIT [www.eamali.com/success-skills-101](http://www.eamali.com/success-skills-101)



## A LONGER READ ....

### 9 Revealing Job Interview Questions Top CEOs

#### Ask-Answered

CEOs can be notoriously eccentric, but they got where they are by picking the brightest people to join them. When it comes to job interviews questions, why not base your preparation on some of their favorites ?

Here are some questions CEOs have really asked and how to answer them.

1. **"What do you like to do for fun?"** (NEIL BLUMENTHAL, CEO OF WARBY PARKER'S). According to a 2013 interview with The New York Times, Blumenthal loves this job interview question because it "always speaks volumes of who that person is". Blumenthal said that he also often asks, "What was a recent costume you wore?" Why? "The point isn't that if you haven't worn a costume in the last four weeks, you're not getting hired," he says, "It's more to judge the reaction to that question." Are you somebody who takes yourself very seriously? If so, that's a warning sign to us. We want people to take their work seriously but not themselves.

A) How to answer this style of question: This is a culture fit question through and through. The idea behind these is that you should know the company and have considered whether you'd make a good addition to the personalities there. The best way to prepare for these sorts of questions is to do your research thoroughly. Because if you really loved Warby Parker, shouldn't you know that they like their team to have a little fun?

2. **"Tell me the story of your life and the decisions that you made along the way and why you made them and also tell me about some of the most difficult problems you worked on and how you solved them."** (ELON MUSK, FOUNDER OF TESLA AND SPACEX) Yeah ... cool Elon ... No problem! At a 2017 World Summit in Dubai, CNBC reported that Musk also said that, "People that really solved the problem, they know exactly how they solved it they know the little details' while those who are 'pretending' go into just one level of detail 'then they get stuck."

A) How to answer this style of question: Know yourself and prepare to answer questions about problems and mistakes – they come up more frequently than most job interviewees expect. Also, feel free to pause and linger on a question when it's hard-hitting like this. Got a feeling even Elon Musk would rather you slowed down before answering than "pretend" or "get stuck."

3. **"Tell me about your background".** (MELANIE WHELAN, CEO OF SOULCYCLE) A deceptively simple and all-too-common interview question, Whelan goes with this for a very good reason. She explains it like this: "It's a great way to warm up any conversation, and it really helps me understand how you communicate. Are you linear, concise and direct? Or are you a storyteller? Are you entertaining? Do you go off on tangents?"

4. **"Tell me about this [XYZ] career decision or career transition".** Apparently, Whelan also likes to ask questions about career transitions to see how interviewees approach them. "Were you running away from something or toward something, and how do you frame that?"

A) How to answer this style of question: Know your personal pitch and know how to tell a story well. That includes being able to talk

about gaps in your resume or shifts between industries. If you're not comfortable talking about yourself, you need to work on it either with friends or by joining a local Toastmasters or something of the sort. This is a type of public speaking and how you articulate your background is absolutely key.

5. **"Give me an example of a time when you solved an analytically difficult problem".** (LASZLO BOCK, FORMER GOOGLE HUMAN RESOURCES CHIEF) OK so Bock isn't a CEO exactly, but that's a pretty high-level executive title. This is what you might call a "behavioral" interview question and according to Inc., it's a similar style to Musk's. Here's how Bock explains behavioral interviewing to the New York Times: "you're not giving someone a hypothetical, but you're starting with a question like, 'Give me an example of a time when you solved an analytically difficult problem.'" He added, "You get to see how they actually interacted in a real-world situation, and the valuable 'meta' information you get about the candidate is a sense of what they consider to be difficult."

A) How to answer this style of question: Don't be afraid to get real, in fact, that's the point. Put forward an actual example from the last few months. If you're not self-reflecting on your work, you should be. One way to do this is to start keeping a work journal of your successes and failures right now.

6. **"If you find yourself in situations where they're not going the way you want them to, what do you do?"** (LORI DICKERSON FOUCHÉ, CEO OF GROUP INSURANCE AT PRUDENTIAL FINANCIAL) According to an interview with the New York Times, this—and other questions around difficult moments—is how Fouché can tell how a candidate conducts herself under pressure. She also asks:

7. **"What kind of cultures do you like to work in? Where do you excel? How do you excel?"** Says Fouché, "you have to find a way to navigate and negotiate to a result. It could be a winding path. So, I make sure that people feel like they know how to do that and do it in a way that is respectful of the system".

8. **"Describe some difficult leadership situations and how you managed people through them."**

This is a question she asks for higher level positions to gauge "how they make their own hiring and firing decisions."

A) How to answer this style of question: These may seem like different questions, but according to Fouché, each focuses on "perseverance and resilience"—great qualities to have especially at the bigger companies where she's worked. Approach these with a critical eye. Explain how you work, but also why. And don't be afraid to mention a moment where you mis-stepped early on and how you learned to something essential about how you work or how you lead.

9. **THE Curveball: "I Ask How They Were Treated."** (RICK GOINGS, CEO OF TUPPERWARE). Understand that this isn't a question for you. It's for the receptionist who you checked in with and maybe the person who rode the elevator up with you, too. Goings explains that the best way to understand a job candidate is to ask people how they behaved when it didn't occur to them that anyone was paying attention. It's a way to get "a sense of the 'non-cognitive skills' that good leaders need to manage and inspire teams. How to do this right: Treat everyone like they could be the company's CEO. And especially in startups, you never know if the woman who's sitting at the front desk is actually the founder, just checking on something.