

Network Marketing Interview Advice

Preparation

We will make sure you have a letter confirming the interview time, date and details of the people you'll be meeting. We'll also include an information pack containing necessary information such as a job profile, background company information and the all important map/directions.

When you receive it, check that the interview details on the letter are as discussed with your Consultant. Make sure you know exactly where you are going from the map. If you are unsure then try doing a dummy run beforehand to familiarise yourself with the location – it will take the pressure off you on the day. When planning your journey, don't forget to take into consideration the time of day you'll be travelling – getting delayed in rush hour is not a good start.

By reading our information pack, researching the company website and using your own resources you will have enough information on the company and the role before the interview. The essential things to know are:

- When the company was established
- Their competitors
- The company's presence in the market place
- The products or services they offer
- Current news about the company
- Key job requirements and responsibilities
- Key areas of interest for you and why you want to join the company
- Knowing who you are seeing and what they are like so you can adjust your interview style accordingly
- The format of the interview

There is nothing more frustrating for an interviewer to be faced with than silence when they ask a standard question such as "what do you know about our company?" You are investing valuable time to go to the interview so if you really want the job you must be able to show that you've done your research.

On the day

Interview dress should be professional and conservative in most cases. Experts advise that a dark suit with a lighter shirt/top underneath has the best impact - a dark suit is professional but there needs to be some colour that can act as a focal point for the interviewer's eye.

Steer away from overly trendy clothing, flash jewellery, strong perfumes and heavy make-up, especially the men!! Your image at the interview should be toned down and professional.

There are exceptions to this of course. Agency environments, for example, tend to be different and dress can be more relaxed if the role is within a creative team or perhaps more fashionable if you're an Account Handler.



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The interview

- Arrive approximately 5-10 minutes early – no earlier
- Be polite to everyone you meet, especially the Receptionist
- Look the part
- Greet with a firm handshake, first impressions count
- Maintain eye contact throughout the interview
- If there is more than one interviewer, address each of them equally
- Use confident body language and never fold your arms
- Listen to the interviewer and make a mental note of important points raised so you can use them to display interest at this or future stages of the process
- Always talk positively about previous employment
- Don't waffle, stick to the point
- Don't interrupt
- Treat all interviews as first interviews
- Remember there is no such thing as a rubber stamping interview – many have fallen into this trap

Questions to Ask

Remember an interview is a 'two-way' process and you must come away from the meeting with all the information you need so that you can decide whether the position is right for you.

You will be invited to ask questions at some stage during the interview. Make sure you have some prepared. As well as allowing you to find out all the details you need, it also provides you with the opportunity to demonstrate your interest and enthusiasm about the job (and that you've been listening during the interview!).

Good questions to ask:

- What do you expect me to be doing in the first 6 months?
- Why has the role been created?
- What are the expansion plans for the company?
- What are the opportunities for progression/promotion?
- Where can I expect to be in the company in 5 years time?
- What training will be provided?
- Where does the position fit into the overall structure?
- What management responsibility does the position have, if any?
- What is the company culture like?
- What is the next stage?
- When can I expect to hear?

Questions not to ask:

- What are the hours? (could give the wrong impression)
- What is the salary and benefits package

Salary Negotiations

We would advise wherever possible, that you leave all the negotiations to your Consultant for a number of reasons:

- We are there to get the best outcome possible for you from your job application.
- Having us acting as a 3rd party takes away any potentially embarrassing conversations in the negotiating process for you and the line manager

- You are more likely to agree to a direct offer, even when you are not completely happy with the offer, due to the pressure of the situation.
- Once you've agreed to something this makes it much more difficult for us to negotiate the package upwards
- Remember, we've done this hundreds of times before and so have the experience of knowing what's realistic and what isn't.

Ending the interview

It's important to leave the interview as positively as you came in – firm handshake and a smile and don't forget to thank the interviewer for their time.

Feedback

Your feedback is key to the process therefore you need to contact your Consultant immediately after each interview to give them thorough feedback. This will allow us to get back to you about the next stage more quickly. We can also help answer any subsequent questions you have thought of or deal with any concerns you have after the interview.