

Job Interviews



Unit
Making It Real



Length
90 Minutes

About This Lesson

To explore job interview skills and identify those they may need to develop further students will learn how to craft an interview pitch to demonstrate their value as a candidate, explore ways to prepare for a job interview, and practise answering common interview questions.

Learning Objectives

By the end of this lesson, students will:

- craft an interview pitch to demonstrate their value as a candidate
- explore ways to prepare for a job interview
- describe their own abilities and qualifications in the context of an interview
- investigate job interview questions in the context of a career that interests them
- explore appropriate post-interview behaviours and actions
- practise answering common interview questions

Driving Question

What does a successful interview look like?

Future-Ready Skills

Communication

Self-management

Evaluating

Lesson Breakdown

20
minutes

Activity 1 - Interview Pitch

In this activity, students will research sample professional profiles or resume summaries to help inspire their own interview pitch.

45
minutes

Activity 2 - Xello Lesson: Job Interviews

Direct students to complete the Xello lesson titled **Job Interviews** where they will explore ways to prepare for a job interview and craft answers to 3 common interview questions.

25
minutes

Activity 3 - Interview Hot Seat

In this activity, students will practise their interview skills by presenting answers to common interview questions in a small group setting.



Xello Entry Point

Students will save at least 3 careers in the first activity, completing the prerequisite for Xello's **Job Interviews** lesson. It is also recommended students complete the **Matchmaker** quiz and the **Explore Career Matches** lesson.

Vocabulary

- Pitch
- Etiquette
- Hard skills
- Soft / Transferable skills

Ontario Career Studies

B1.3 reflect on how the transferable skills they have developed so far have aided them in their learning and in life, and identify the skills that they may need to develop further

Activity 1 - Interview Pitch



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Inquiry Prompts

- How can I make a good first impression?
- How do you stand out from a crowd of candidates?

Teaching Strategies

In this activity, students will research sample professional profiles or resume summaries to help them draft their own interview pitch. They'll later perfect their pitch in the Xello **Job Interviews** lesson.

- 1 Provide the [instructions](#) on the next page to your students.

Materials Required

- [Student Instructions](#)
- Computer or tablet with internet access

Artifacts

Students will save a sample professional profile or resume summary to a career's **Storyboard** on Xello to help inspire their own interview pitch.



Culminating Project Tip

Add your students' questions about job interviews to the discussion guide. For example: What is the hiring process like at your workplace?

Continued on next page

Interview Pitch

Student Instructions

"Tell me about yourself." It's often an interviewer's go-to statement and a pitch quickly explains why you're the best choice for the job. A winning pitch introduces who you are, as well as your strengths, achievements, and goals. It ends with the value you'll provide if you're selected. Your pitch should be:

- 3 to 5 sentences, or about 20 seconds
- Unique and true to you
- Catchy and simple
- A conversation starter

1 To help you draft a winning pitch, begin by searching for sample professional profiles or resume summaries for a career you're interested in. Find 1 that achieves this recipe for success:

- ☐ Identifies who they are in their career field or one they aspire to enter
- ☐ Acknowledges relevant strengths or accomplishments
- ☐ Highlights their value to the workplace or career path
- ☐ Demonstrates their career goal or underlying motivation

2 Save the winning sample to the career profile in Xello, using the **Storyboard** found at the bottom career's page.

3 Begin drafting your own pitch by following these tips. Don't sweat over it, you'll have more time to perfect your pitch in Xello's **Job Interviews** lesson.

Who are you?

- Do you plan to get more education or training after high school?
- What career or field do you aspire to enter?
- What words best describe you?

What are your strengths and achievements?

- Which skills and qualities are you proud to have?
- What challenges or obstacles have you overcome?
- What aspects of your life give you confidence in yourself?

What value do you provide?

- What kinds of tasks, problems, or challenges get you excited?
- How would a workplace or a team benefit if you were hired?
- Which of your strengths or qualities would employers prize?

What's your goal or what's motivating you?

- Think of examples from real-life applications or interviews if you've got them.
- Imagine you are applying for a specific job. What's your motivation?
- What are your long-term goals for your career or life?

Activity 3 - Interview Hot Seat



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Inquiry Prompts

- What can I expect to be asked in a job interview?
- How can I prepare for a job interview?

Teaching Strategies

In this activity, students will practise their interview skills by presenting answers to common interview questions in a small group setting.

- 1 Organize your class into groups of 6 or fewer students.
- 2 Provide your students with the [instructions](#) beginning on the next page and review the peer feedback checklist with them.
- 3 After 15 minutes, randomly assign each student two questions:
 - one to answer in the hot seat
 - and one as the interviewer who gives peer feedback.
- 4 OPTIONAL: Instruct students to record their interview hot seat so that you or they can go back and listen for ways to improve.

Materials Required

- [Student Instructions](#)
- Synchronous learning environment (classroom setting or virtual conferencing tool)

Artifacts

Students will respond to one commonly asked interview question, provide peer feedback as an interviewer, and reflect on how they can improve in the future.



Culminating Project Tip

Add your students' questions about job interviews to the discussion guide. For example: What is the hiring process like at your workplace?

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Interview Hot Seat

Student Instructions

In Xello's **Job Interviews** lesson you were introduced to 6 commonly asked questions, and now's your time to practise your answers.

- 1 Take 15 minutes to prepare talking points for each question. At the end of this time, you'll be randomly assigned a question to answer in the interview hot seat. Keep in mind the dos and don'ts when preparing your answers!

Question	Dos	Don'ts
What's your biggest weakness?	Identify something you don't do as well as you'd like to. Talk about things you've done to improve this skill. Emphasize ways you are continuing to work on this skill.	Pretend you are perfect. Choose a skill that is crucial to the job you're applying for. Dwell too much on your struggles with the skill.
Tell me about a challenge you've faced, and how you dealt with it.	Choose a real incident that happened at work or school. Explain exactly what you did to overcome the challenge. Talk about what you learned from the challenge.	Tell a story about a challenge that you couldn't overcome. Paint yourself in a bad light. Focus too much on the backstory.
How do you handle pressure?	Talk about strategies that help you deal with stress. Be specific. Try to include an example of a stressful situation you handled.	Insist you never get stressed. Talk about a stressful incident of your own making. Say you get stressed by a task common to the job you're applying for.
Tell me about a time you demonstrated leadership.	Cite an example from a work, school, or volunteer experience. Focus on the specific skills you used or actions you took. Talk about the positive results of your actions.	List your leadership skills without including a specific example. Skimp on the details. Be afraid to sell yourself.
How would other people describe you?	Talk about strengths or traits a reference would verify. Use examples. Try to cite qualities that haven't yet come up in the interview.	Talk about any negative traits. Rattle off a list of traits without elaborating on them. Focus solely on traits that are unrelated to the job you're applying for.
Do you have any questions for me?	Ask 2 questions about the job or employer. Ask questions that demonstrate your interest and engagement. Use this as an opportunity to make sure the job is a good fit for you.	Say you don't have any questions. Ask any questions you should already know the answer to. Ask about salary or benefits.

Interview Hot Seat

2 Peer feedback checklist:

- Body language:
 - ☐ Angles their body toward the interviewer and nods to show they're listening
 - ☐ Avoids fidgeting or making distracting movements
- Attitude:
 - ☐ Tells engaging, true stories that shows their qualities
 - ☐ Isn't afraid to show enthusiasm and passion for their work
- Answer anatomy:
 - ☐ Effectively uses the "Dos" to structure their answer
 - ☐ Avoids the "Don'ts" in their response

3 **OPTIONAL:** Go back and listen to your interview hot seat. What did you like about your answer? What would you improve next time? Post your recording and reflection to your Xello **Storyboard**.