

An illustration depicting an interview process. A woman with long dark hair and glasses, wearing a yellow shirt, is seated on the left. A man with short dark hair, wearing an orange sweater, is seated on the right, gesturing with his hands. Between them is a magnifying glass over a document. Above them are speech bubbles containing question marks and exclamation marks, and checkmarks. The background is a warm yellow-orange gradient.

The Art (and Science) of Interviewing

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**This workshop assumes
that you are past the
application screening.**

Interviews

- Structured
- Unstructured
- Technical

Let's be Lucky

Luck = Preparation Meets
Opportunity

Let's Talk Preparation

Preparation

Company / Division

Know it as well as if you already work there — or better

- Mission, strategy, and current priorities
- Products/services, customers, competitors
- Division goals and how this role creates value
- Recent news, leadership messaging, earnings (if applicable)

Preparation

The People

Understand who you're speaking with—and why

- Interviewer roles and decision authority
- Career backgrounds and functional lenses
- Team dynamics and cross-functional partners
- What success looks like *to the them*

Preparation

The Process

Demystify how hiring decisions are actually made

- Interview stages and evaluation criteria
- Who influences vs. who decides
- Typical timelines and decision cadence
- Signals they value: skills, judgment, culture fit, growth
- Can you list 20 questions you would expect starting with “Tell me something about yourself”

Preparation turns interviews from performance to conversation—and from chance to choice.

Selecting the Right Opportunity

Opportunity

Quality over Quantity

The Common Mistake

- One generic resume sent everywhere
- Minimal understanding of role, team, or context
- High effort → low response → frustration

Opportunity

A Smarter Approach: Intentional Targeting

Role Fit

- Clear alignment with your skills and growth goals
- Role stretches you—but doesn't miscast you
- You can articulate *why this role* in one sentence
- Can you hit the ground running?

Opportunity

Company Fit

- Mission, values, and direction resonate with you
- Industry trajectory and business health make sense
- You can see yourself contributing for 2–3 years

Process & Access

- Hiring process is transparent and realistic
- You have insight, referrals, or warm connections
- Timeline aligns with your career

The Payoff

- Fewer applications
- Stronger preparation
- Better interviews
- Higher offer probability

Opportunity

The Payoff

- Fewer applications
- Stronger preparation
- Better interviews
- Higher offer probability

**Success comes from *selectivity with depth*,
not activity without direction.**

Life Skill: The Art of Conversation

Conversation

Great Interviews Are Great Conversations

- This is not a test.
- It is not a rapid-fire Q&A.
- And it is not a repetition of your resume.
- Do not be a passive responder. You are equally responsible for time well spent. Take some risks!

Conversation

Engage, Not Perform

Move Beyond Q&A

- Treat questions as conversation starters
- Respond, then connect, clarify, or expand
- Invite dialogue rather than delivering monologues
- Keep in mind “They are people too”

Don't Repeat the Resume

- Assume they've read it
- Add context, judgment, and insight
- Focus on *why* and *how*, not just *what*

Conversation

Tell Stories

- Use real examples with stakes and outcomes
- Show decision-making, trade-offs, and learning
- Make your impact tangible and memorable

Engage Your Audience

- Read reactions and adjust depth
- Pause, listen, and respond thoughtfully
- Build rapport through shared understanding

Good conversations lead to “Tell me more.”

Be Likeable

Likability: The Quiet Hiring Advantage

Likability is not charm—it is trust, ease, and credibility in interaction.

Likability

What Constitutes Likability in Interviews?

Presence

- Attentive listening (not waiting to speak)
- Calm, confident body language
- Comfortable eye contact and natural pacing

Respect

- Curiosity about others' work and perspectives
- Thoughtful acknowledgment of questions
- Professional humility—no arrogance, no defensiveness
- Don't be a show off

Likeable

Authenticity

- Genuine interest in the role and people
- Consistent tone—no “interview persona”
- Alignment between words, values, and actions

Skills get you shortlisted. Likability gets you hired.

Your Mindset Going Into an Interview

Mindset

The Optimal Interview Mindset

Your mindset shapes your real time performance.

Key Principles

1. Curiosity Over Anxiety

- Approach the interview as a learning conversation
- Focus on understanding the role, team, and company

2. Confidence Without Arrogance

- Believe in your preparation, experience, and value
- Stay humble and open to discussion

3. Authenticity Over Performance

- Be yourself—don't try to fit a scripted persona
- Show genuine interest in people and problems

Mindset

The Optimal Interview Mindset

Your mindset shapes your real time performance.

Key Principles

4. Contribution, Not Just Evaluation

- Think “How can I add value here?”
- Balance showcasing your skills with understanding needs

5. Growth Mindset

- Treat feedback or questions as insight, not judgment
- View every interview as practice and progress

The right mindset turns nerves into curiosity, interviews into conversations, and evaluation into mutual discovery.

Mindset

The Optimal Interview Mindset

Your mindset shapes your performance more than any preparation.



**Curiosity
Over Anxiety**

*Learn about the
role and team*



**Confidence
Without Arrogance**

*Trust your value,
stay humble*



**Authenticity
Over Performance**

*Be yourself,
show genuine interest*



**Contribution
Mindset**

*Focus on how
you can add value*



**Growth
Mindset**

*See feedback as
a chance to learn*

The right mindset turns nerves into curiosity, and interviews into mutual discovery.

Follow up Steps

Follow Up

After the Interview: Solidify Your Advantage

Your actions post-interview can be as impactful as your performance during it.

Key Actions



Send a Thoughtful Thank-You

Personalized note within 24 hours



Reflect & Document

Capture insights and follow-ups



Follow Up Strategically

Respect timelines, share relevant materials



Network & Connect

Engage and build relationships



Stay Positive & Ready

Prepare for what's next, stay positive

Post-interview actions reinforce your candidacy, deepen relationships, and position you for success.



Insider Secret: Hiring Isn't Just About Skills

Most companies hope to end up with only 2–3 truly qualified candidates.

——— *Technical skills can be taught—but future impact can't.* ———



What Really Sets Candidates Apart



Innovation & Curiosity

*Will you challenge
assumptions and generate ideas?*

*Can you contribute beyond
the immediate task?*



Collaboration & Influence

*Can you work well with
different personalities and teams?*

*Do you elevate others' work,
not just your own?*



Adaptability & Growth Mindset

*Can you learn fast and pivot
when priorities shift?*

*Are you resilient under
ambiguity?*



Judgment & Cultural Fit

*Do you make decisions that
align with team and company goals?*

*Are you someone others want
to follow and work with?*

Companies hire for potential, judgment, and impact—not just what's on your resume.

Go Forth & Conquer

*Interviews aren't obstacles—they're stages. Step on, shine, and make them want to say **"Tell me more!"***



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