

## **Proven Steps To Easily Master The Art Of The Interview And Get The Bartending Job Of Your Dreams!**

Your mouth is dry, your palms are sweaty, your heart is beating so fast it feels like it is going to pop out of your chest!

Sound familiar?

For most people, interviews are uncomfortable. The mere thought of them causes anxiety and nervousness... and this is the last impression you want to give a bar manager during an interview!

The competition is fierce in this industry, so why do you always "bomb" during your interviews?

You probably walk out of them and after the fact think of all the things you could of said, how you could of answered certain questions, but this does not matter, its how you perform during the interview that gets you the job.

Theres already enough things out of your control you are competing with, so why work against yourself?

Let me show you how to be in your full power during the interview, so that scoring your dream job and leaving the competition in the dust comes easily and effortlessly to y

ou!

### 1) Dress The Part

Dress as though you already work there, give the interviewer a rock solid visual of what youd look like behind the bar... this makes it more probable hed consider you for the job.

Remember also that this is the service industry! Unless you are applying to a five star hotel, theres no reason to show up in a suit and tie for the interview. This is trying too hard. Wear the same type of attire the employees wear.

### 2) Eye Contact

If you can't bring yourself to make eye contact with the interviewer, you can forget about getting the job.

When asked a question, if your look to the floor or to the side when answering it gives the impression you are not telling the truth for starters, but it also represents a lack of confidence, which is not something you find among good bartenders.

Look the person in the eye when speaking and more importantly, listening. This is easier said than done if you are in a habit of not doing it. But just becoming aware of it is it all takes.

### 3) Act As If

There is no better remedy out there than "acting as if...." Act as if you are the best bartender this person has ever seen. Walk into the interview with that attitude and you'll be surprised at the energy you feel. You will tap into raw genius that you never thought you had! You will answer questions elegantly give the interviewer exactly what they want to hear.

### 4) Be Direct

Rambling and excessive talking is a sign of nervousness so avoid this at all costs. Be as direct and to-the-point as possible. Not in a rude way, just answer the questions without going overboard. The interviewer will appreciate this.

### 5) You Ask The Questions

This may sound like a shock to you, but it is not the interviewer that should be asking all the questions during an interview. The way you want to approach an interview from this point on is... you are interviewing them! You may find that they are not the best place to work for after all.

Have your own list of questions to ask the interviewer!!! The one who asks the questions is in control, this is not to say to not let them ask you any questions, but have some of your own to balance things out. This shows professionalism, dedication and preparation.

**Words of wisdom from Nitin Nohria**

In addition to teaching courses in Harvard's MBA, Ph.D., Executive and Corporate Education programs, he is an advisor to doctoral students in the Organizational Behavior program. He also served as a visiting faculty member at the London Business School and is co-author of ten books. An overview of his remarkable work.

We are creating knowledge at an incredible rate. To cope with the deluge, we have specialists. But when there are too many specialists, it's difficult to see the wood for the trees. We need generalists also, people who can lead us through the forest. It's not an easy job, but one, which Nohria embraces with enthusiasm.

If one were to tease out one thread, which encapsulates Nohria's beliefs, it would be his optimism about people: their goodness, their resilience, their ability to bring about useful change. What lies behind success and change is a constant theme in his research. For example in *Driven* (see *The Smart Manager* October-December 2002), Nohria says that **all human beings are driven by four basic needs: to acquire, to learn, to bond and to defend**. Talent will always be attracted to companies with organizational cultures that nourish these needs.

In *Changing Fortunes*, Nohria along with coauthors Davis Dyer and Frederick Dalzell looks at the future of the industrial corporation in a world where industry is no longer the center of the economy. They write, "as the industrial companies faced an environment of abundant opportunities and selected among them, with their choices determining their long term success." They feel that the most successful companies responded swiftly and acted in a tightly sequenced and coordinated manner to alter:

**goals: from growth to profitability**

**strategy: from diversification to focus on core businesses while simultaneously developing new capabilities**

**structure: from a stable, multilayered hierarchy to a leaner, more fluid organization, that is more interconnected with suppliers, customers and partners**

**internal systems: from vertical information flows supporting hierarchical control functions to horizontal information flows supporting operational activities and processes**

**governance: from protecting autonomy of management to preserving shareholder interest.**

The jump from studying organizations to their leadership is made in *The Arc of Ambition*. As Nohria points out, ambition is dangerous yet

essential. The worthiest ambition is the one that goads us to make the best out of whatever talents or conditions life hands us, and sets goals that adds value to a business, to a community, to knowledge, to life itself. Good ambition demands that wealth be created in way that benefits and inspires others.

Careers of ambitious people typically follow a predictable path - an arc made up of three distinct segments: the rise of ambition; the apex of ambition; and its decline. Timing and context are critical. There are three types of achievers.

first the creators: They show how our technology is obsolete and new technology is needed to replace it.

second, the capitalizers: they energetically promote those innovations.

third, the consolidators: professional managers who make new technologies work consistently and profitably in corporate settings

Ambition asks for creativity, daring, and timing. Neither can it be taught nor is it a birthright, but it can be learned. Nohria has ten pointers:

01 without ambition, no conquests are made, no lands discovered, no businesses created. It is the root of all achievement.

02 talent hits a target none else can hit, genius hits a target none else can see. It takes a strong character and a lot of willpower to hold on to a dream under adverse circumstances.

03 follow a steadfast path. In real life, success often derives from a series of setbacks. To progress along the arc of ambition, one needs perseverance and optimism, unquenchable hope that the moment of opportunity will come.

04 seize the moment. Dreamers become potential achievers. When opportunity suddenly looms like Everest out of a fog, the dreamer responds with courage. His instinct says 'go for it.'

05 history is a long list of warnings about the folly of over-reaching. Temper ambition. The next stage, reaching the apex, entails gaining momentum without losing balance. The key is setting ambitious goals and ensuring disciplined execution.

06 greatness must be driven by a purpose beyond money. Inspire with a greater purpose. Along the rise of arc, one needs to

transform personal ambitions into a broader purpose so that others can join in and contribute to the effort.

07 compromise is bad for ambition. Never violate values. At this point, to satisfy one's ambition, temptation to cut corners rears its head. It doesn't pay to be dishonest and unethical.

08 power comes from other people. Keep control by giving it up. How do you get the best from the people who follow you? Not by asserting control through force or threats. Fear chills minds and kills companies. Only the achiever who has confidence in the work of his colleagues will continue to flourish.

09 reinvention is the key to longevity. Change or die. Conditions that enabled the rise of the arc will not last forever. The one who changes according to the conditions will survive.

10 the dead can't lead the living. Leave gracefully. Ambition will help to achieve immortality in history but not in our own lives. The one way to confront the truth of life is to leave it with grace, style and humor.