

# THE PRECIPICE NEWSLETTER

MONTHLY



## WELCOME

We are absolutely delighted to extend a heartfelt welcome to all our new subscribers who have joined our newsletter community. Your decision to become a part of our family is truly appreciated, and we can't wait to embark on this exciting journey together.

As a subscriber, you're now among the first to receive exclusive updates, valuable insights, and captivating career content straight to your inbox.

## WHAT ARE TASK-ORIENTED INTERVIEWS?

**Picture this:** instead of the usual back-and-forth dialogue, imagine diving headfirst into the heart of the job right from the get-go. It's not your average interview; it's an immersive experience that takes candidates on a thrilling journey of showcasing their skills, creativity, and problem-solving prowess. **The Task Oriented** (or Testing) Interview is a problem-solving interview where job seekers are given exercises or testing instruments in order to demonstrate their creative, analytical, mechanical, and/or technical abilities and qualifications.



## TRENDING ARTICLES

- What are task-oriented interviews?
- Are You a Good Fit?
- Know Your Rights - Salary History

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Preparing for a task-oriented interview involves understanding the role and company, practicing under time constraints, showcasing problem-solving skills, and staying adaptable. Break tasks into steps, communicate effectively if teamwork is involved, and demonstrate creative thinking. Prioritize impactful solutions, stay composed under pressure, and inquire about next steps. Afterward, review your work, express gratitude, and highlight your enthusiasm in a follow-up note.

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## ARE YOU A GOOD FIT

Establishing a good fit during a job interview is like finding the perfect puzzle piece for the company. You want to make sure you're a natural match, right? So, start by really diving into the company's world – learn their values, what they're all about, and what they do. Then, when you're talking about your experience, think of it as a storytime session where you share those moments that directly link up with what they're looking for.

Oh, and don't forget to mention how you've tackled similar challenges before. You know, those "Aha! I've been there" moments. And when they ask you questions, fire back with your own thoughtful ones. Ask about their team, what they're excited about, and where they're headed – it shows you're not just there for a job, but you're eager to be part of the bigger picture.

And speaking of eagerness, show some genuine excitement! Tell them why this role is like a dream come true and how it lines up with your grand plan. Plus, if they've got any cool success stories or examples, connect those dots with your own experiences to really drive home the point.

Finally, after the interview, take a breather and think it all over. If something's not clear, don't hesitate to drop them a friendly follow-up to get the details you need. Remember, it's like finding a puzzle piece that not only fits but makes the whole picture look even better!

## KNOW YOUR RIGHTS – SALARY HISTORY

**Let's talk about the whole salary history thing during interviews.**



So, here's the deal – the rules on this can be a bit of a rollercoaster depending on where you're located. In some places, it's totally cool for employers to ask about your past salary, but in others, they've waved the red flag and said, "No way!"

Currently, 21 states have banned employers from requesting salary history from job applicants, Massachusetts having been the first in 2017. Local bans also exist, so it's important for job applicants to learn the laws on this topic in the geographic areas they are applying to work. These laws make it illegal for employers to ask job applicants what they've earned in the past.

In states where it is illegal to ask for prior salary history, many interviewers will ask it anyway. That's no surprise, right? And then there are the other 29 states where employers are free to ask, "How much money have you made in the past?" Here are four strategies for responding to illegal questions:

- Just answer the question
- Refuse to answer the question
- Don't answer the question, but answer the intent behind the question
- Walk away

Now, before you head into an interview, it's a smart move to know what the laws are in your area. If you're in a place where asking about your salary history is a no-go, and you get hit with that question, you can gently steer the conversation toward what you're expecting for this new gig.

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