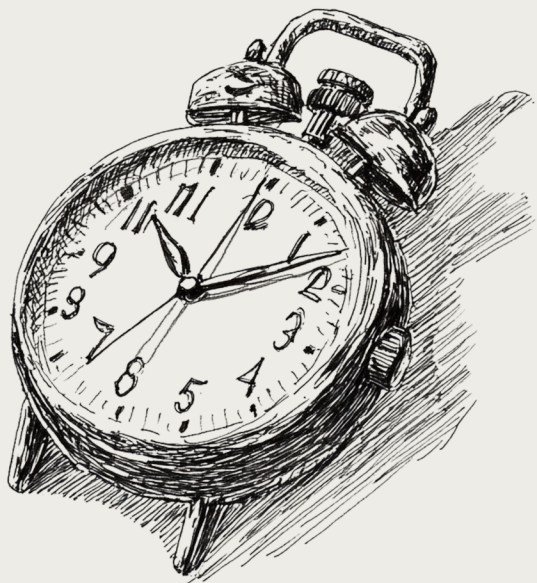


11 Interview Secrets

What 500+ Interviews Taught Me

1. The Hidden First 30 Seconds



What I notice before you speak:

- How you enter the room.
- Your non-verbal energy.
- Small courtesies to others.

Reality Check: Most candidates focus on their first words. I've already formed 60% of my impression.

2. The Curiosity Factor



What sets top candidates apart:

- Ask about business challenges.
- Show they've studied the industry.
- Connect dots others miss.

CEO Truth: I hire curious minds over perfect resumes.

3. The Leadership Lens



I'm always testing for:

- How you credit others.
- Whether you own mistakes.
- Your growth examples.

Inside Look: Every answer reveals leadership potential.

4. The Impact Formula



Top performers always:

- Lead with specific numbers.
- Show scale of responsibility.
- Quantify team impact.

Game-Changer: "I managed" vs "I grew team 40% while cutting costs 25%"

5. The Future Focus

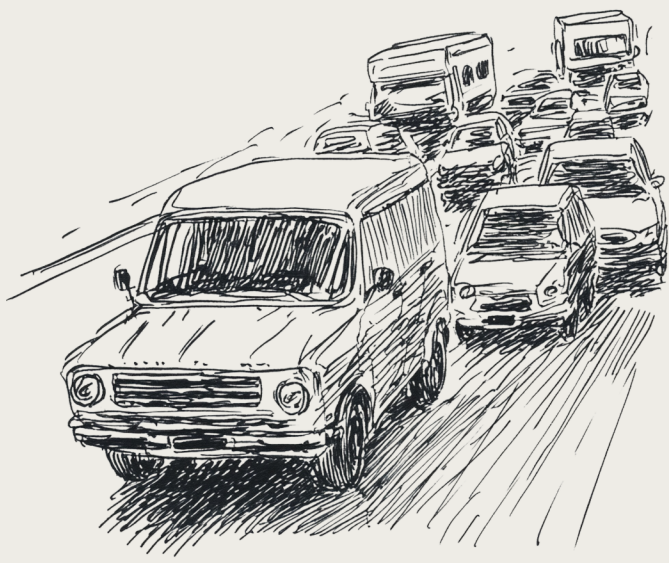


Smart candidates discuss:

- Where they see opportunities.
- How they'd tackle challenges.
- What excites them about tomorrow.

Secret: I care more about vision not your history.

6. The Stress Test



What I deliberately watch:

- Response to tough questions.
- Handling of surprises.
- Recovery from mistakes.

Truth: Your worst moment shows your best qualities.

7. The Culture Match

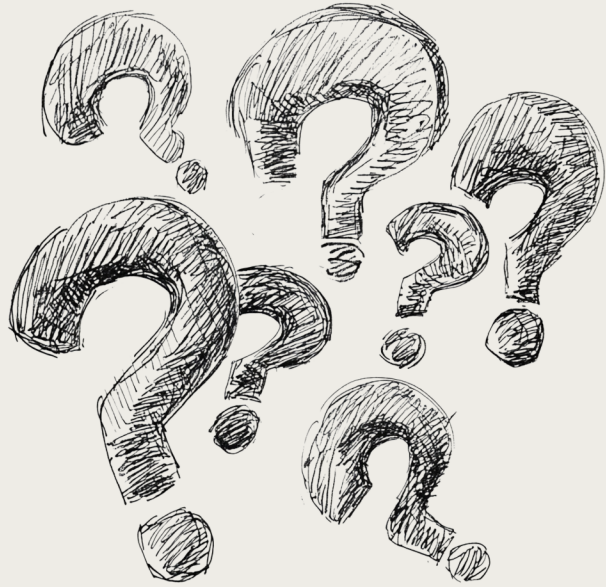


Red flags I look for:

- Speaking poorly of previous employers.
- Taking credit for team wins.
- Inflexibility in thinking.

Reality: Skills can be taught. Character is revealed.

8. The Strategic Questions



Questions that impress me:

- "What keeps you up at night?"
- "Where do you see friction points?"
- "How could this role evolve?"

Inside Look: Your questions tell me your level.

9. The Power Move

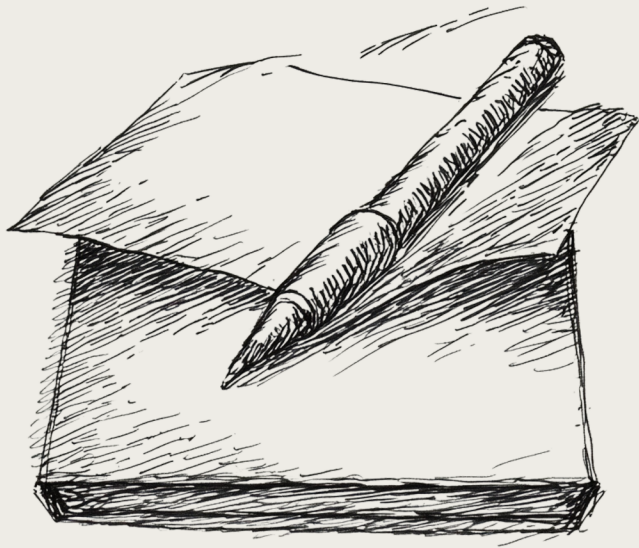


When I ask about weaknesses:

- Show self-awareness.
- Describe your growth steps.
- Demonstrate reflection.

Game-Changer: Authentic vulnerability always wins.

10. The Follow-Through

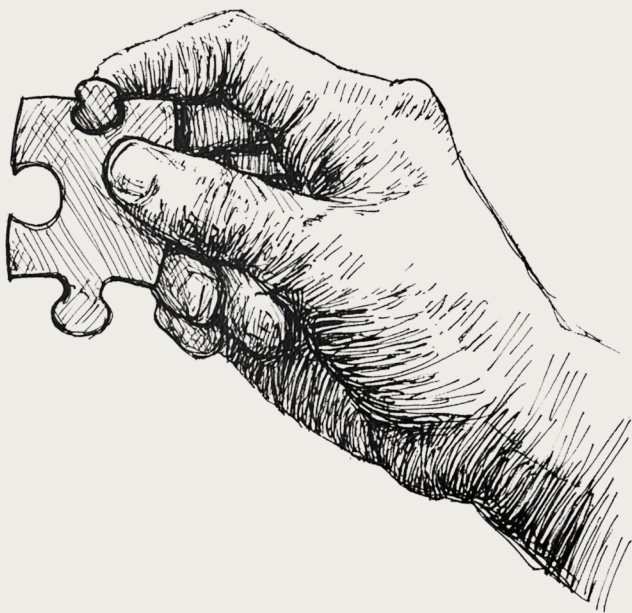


What almost no one does:

- Send insights post-interview
- Follow up on discussion points
- Show continued interest

CEO Secret: The interview isn't over when you leave.

11. The Ultimate Test



What really matters:

- Energy you bring.
- Problems you can solve.
- Impact you'll make.

Bottom Line: I hire energy, train skills.