



Stand To: **Interview Tips for Military Service Members and Spouses**

Job Cast
by indeed

Meet your hosts



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Learning objectives

- + **Job interview due diligence**
- + **Virtual interview best practices**
- + **How to ace the interview**

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Do your homework

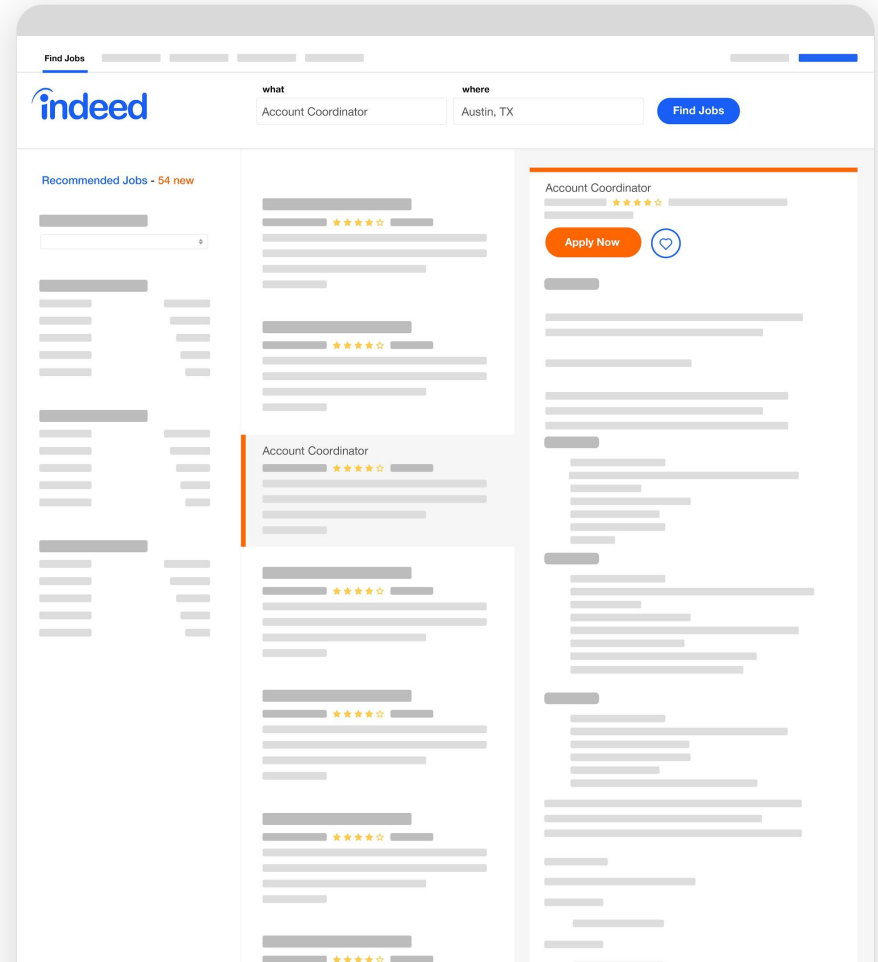
Types of job interviews

- + Screening interview
- + Behavioral interview
- + Competency-based interview
- + Case interview
- + Panel interview
- + Open interview (hiring event)



Carefully read the job description

Employers will share information about what to expect, job requirements and other details to help you decide if the role is right for you.



Research the company values

Learn about the company, then show off that knowledge during your interview.

- + Search for the employer's Indeed Company Page at [indeed.com/companies](https://www.indeed.com/companies)
- + Check to see if have military-centric content or a specific military landing page to highlight their dedication to hiring military

The screenshot displays the Wavewood company profile on the Indeed website. At the top, there is a search bar for the company name and a 'Find companies' button. Below this is a large banner image of the office interior with a play button overlay. The company name 'Wavewood' is prominently displayed with a 4.1 star rating and 1,227 reviews. Navigation tabs include 'Snapshot', 'Why Join Us', 'Reviews' (which is selected), 'Salaries', 'Photos', 'Jobs', and 'Q&A'. A 'Review this company' button is located in the top right corner of the reviews section.

Wavewood Employee Reviews

Job Title: (all) | Location: United States - 326

Ratings by category

- 4.4 ★ Work-Life Balance
- 4.3 ★ Pay & Benefits
- 4.0 ★ Job Security & Advancement
- 4.0 ★ Management
- 4.4 ★ Culture

Sort by: Helpfulness | Rating | Date

Found 326 reviews matching the search [See all 467 reviews](#)

5.0 ★★★★★

Featured review
Wavewood selected this as a representative review

Fun place to work! Fast-paced and great culture
Retail Sales Associate (Current Employee) - Austin, TX - July 25, 2019

This is a great place to work with a strong culture of teamwork within the entire staff. The whole team of associates is very friendly, and management is always there to help.

Claimed Profile ✓

Want to know more about working here?

Ask a question about working or interviewing at Wavewood. Our community is ready to answer.


Know your pay range expectations

Go to indeed.com/salaries to get data on local averages, compare salaries from top companies and see salaries for related job titles.

Search and compare salaries

Over 600 million salaries on Indeed

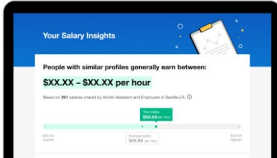
Search



Get personalized salary insights





Tell us about you and get an estimated calculation of how much you should be earning and insight into your career options.

Get started



Popular Job Titles

Add a Salary

General Manager 31,363 salaries reported \$56,756 / year 	Security Officer 73,933 salaries reported \$13.16 / hour 
Teacher 40,404 salaries reported \$1,985 / month 	Housekeeper 54,489 salaries reported \$11.51 / hour 
Administrative Assistant 93,773 salaries reported \$15.56 / hour	Custodian 31,929 salaries reported \$11.95 / hour
Server 30,757 salaries reported \$11.78 / hour	Cook 45,929 salaries reported \$12.24 / hour
Installer 25,118 salaries reported \$15.60 / hour	Store Shopper 229,990 salaries reported \$52,960 / year
Maintenance Technician 65,340 salaries reported \$18.12 / hour	Receptionist 82,745 salaries reported \$13.56 / hour

The slide features a white background with decorative elements. On the left, there is a large, irregular orange shape and a smaller teal circle. On the right, there is a large orange shape with a rounded top-left corner.

**Many employers are now
doing interviews virtually**

General best practices

- + Alert others in your home that you cannot be disturbed
- + Face the door and have the camera face a wall that is neutral and free of clutter
- + Adjust the lights in the room and avoid having a window directly behind you
- + Clear your desk space except for a notepad and pen/pencil for you to take notes
- + Have a copy of your resume and any other notes ready to reference
- + Set out a glass or bottle of water for yourself



Technology best practices

- + Check that your webcam, microphone and audio are working
- + Close any windows, tabs or applications on your computer that you're not using
- + Pause calendar and messenger app notifications
- + Check your internet connection and make sure you're not downloading anything in the background
- + Set your phone to silent

Set the stage



Dress
professionally
in solid colors



Adjust the
lighting



Center yourself
in
the video



How to ace the interview

Mind your manners

Be nice to *everyone*, including the people coordinating the interview and helping you check in.

Presenting your best self to the world at large will help ensure you present your best self to the employer when you sit down for your interview.





Body language

- + Look at the interviewer (or webcam) when answering
- + Show good energy
- + Maintain good posture
- + Nod when listening
- + Use hand gestures as appropriate



Craft answers to common interview questions



- + Tell me about yourself.
- + Why do you want to work here?
- + What interests you about this role?
- + What motivates you?
- + Why are you leaving your current job?
- + What are your greatest strengths and weaknesses?
- + What are your goals for the future?
- + Tell me about a difficult work situation and how you overcame it.
- + What is one of the biggest skills from your military experience you'll bring to our organization?

Be sure to...

- + Remember your audience
- + Speak positively
- + Provide real-life examples
- + Show your enthusiasm for teamwork
- + Be confident



Be a STAR

Situation: *What is the context of your story?*

"We were working on a six-month contract for a high-value client, when our agency merged with another, larger firm."

Task: *What was your role?*

"It was my role to lead the transition for my group, while also communicating with our client to keep the project on track."

Action: *What did you do?*

"I set up weekly check-ins with the client to update them on the progress of the merger..."

Results: *What happened?*

"We completed the project on time, meeting all of their specifications..."

Highlight transferable skills



Adaptability



Leadership



Organization



Teamwork



Relationship
building



Self
discipline



Strategic
planning



Problem
solving

**Let's talk through some
example behavioral
interview questions**

Tell me about a time you had to complete a job with inadequate resources.

*The first time I had to **lead a field training exercise**, I failed to notice that I had **more men than gear** until mid-exercise when the gear was needed.*

*To improvise, I **devised a team-like simulation** and **completed the exercise** somewhat unconventionally, but **successfully**.*

Now, I check to make sure that I have everything I need before I begin a project or exercise.

**Can you relate
your military
career to what you
want to do next?**

*In the military, I was responsible for **planning, organizing and leading troops** into missions that had the potential to become intense or even dangerous.*

*These experiences taught me to **strategize** and **make decisions, plan** and **provide guidance and support** to my team, giving me an overall strong grasp on how to be an **effective leader**.*

Describe your ideal work environment.

*I'd like to work in a **team-oriented** environment no matter what happens.*

I was surrounded by my team members every moment of every day in the military, and I believe that leaning on each other is how we've gotten through the toughest of times.

*I've been good at being a **leader** because I took the time to **listen to my team**.*

*Now I **look forward to building** a similarly tight-knit team.*

What is your most significant career accomplishment to date?

*My team was responsible for managing the training of new recruits. When I started, the **required orientation process was difficult to complete** - not because the recruits were inept, but because the material was overly technical and frankly, really dry reading. This led to low evaluation scores, jeopardizing the recruits' future in the military.*

*To **make the it more relevant and engaging**, I **revamped the program** to be more interactive and comprehensible.*

*Now, **scores average closer to 93%**, compared with an average 27% under the previous version of the program. I actually received a jump-step promotion, which is jumping two ranks rather than just one, after the first nine months of the new program implementation.*

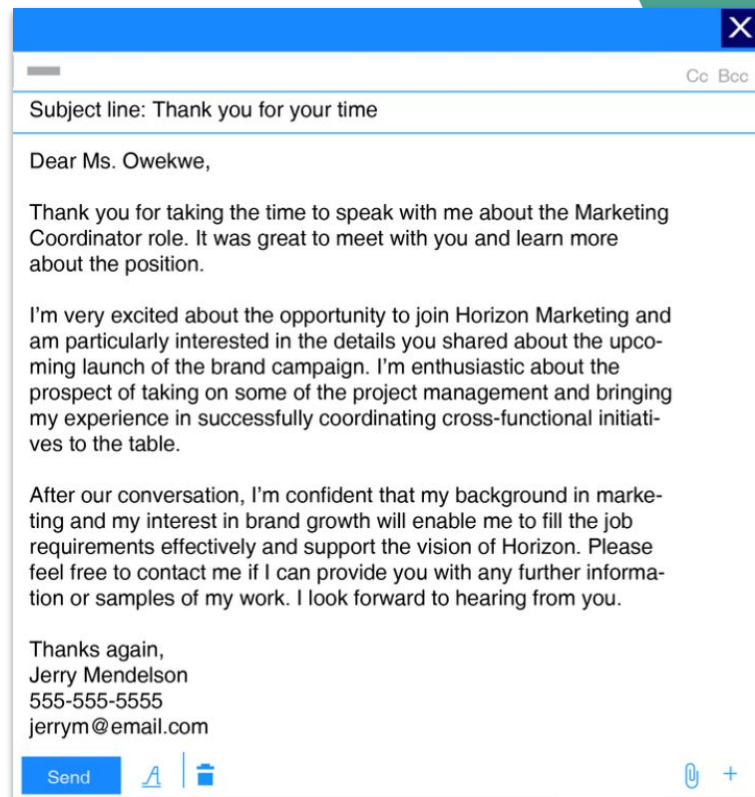


Ask thoughtful questions

- + Can you tell me more about the day-to-day responsibilities of this job?
- + What are the characteristics of someone who succeeds in this role?
- + What are some of the challenges you've seen people in this role or on this team face?
- + If I were in this job, how would my performance be measured?
- + What do you like best about working here?

Follow up with a thank you email

- + Send within 24 hours
- + Thank them for their time
- + Reiterate your enthusiasm for the role



Learn more

indeed.com/hire/veterans

Put your hard-earned skills to work.

We'll help you get noticed by the recruiters and employers searching for veterans like you.



Bonnie Whitehead
Former CPT - Logistics Officer
Current Technical Support

Upload resume



Build your resume

Highlight your military experience to get the attention of the 1.5M companies hiring on Indeed. We'll help.



Find the jobs that fit

Search for jobs that draw on the skills you gained in the military. You can apply from any device.



Navigate the civilian job market

The Career Guide materials below can tell you everything you need to know about getting a job, from start to finish.

Start your search

What

job title, keywords, skills, or company



Where

city, state, or zip code



Find Jobs

Start your civilian career: resources for veterans

Career Guide

Show

Career Guide

About

**We help
people
get
jobs.**