



# *Interview Success*



Eastman Resource Group  
*tapping into our community of troops and veterans*



# Preparing for Your Interview

- Research the company and job you are interviewing for
- Review and update your resume
- Have your “interview attire” ready to wear
  - Better to be overdressed than underdressed
  - Be dressed appropriately for the role you are interviewing for
- Practice your interview etiquette
- Get directions ahead of time to plan your big day



# The Day of Your Interview

- What to bring: portfolio with extra copies of your resume, references, writing utensils, a notebook, and a list of questions to ask the interviewer
  - Reference earlier question or company specific question
  - Ex: What is timeline for filling this position?
  - Ex: We've heard you made Military Times Best for Vets Employer list, how does Eastman support current and former service members?
- Plan for any potential traffic delays or accidents to ensure you arrive 15 minutes prior to the interview
- Communicate with your interviewer: use proper greetings, ask questions, explain what *you* can do for the company, be positive, and be yourself



# During the Interview

There are four general types of questions your interviewer will ask you:

- Tell me about yourself?
- What can you do for our team?
- Where would you like to see yourself in 5 years?
- Why are you here?



# Eastman Interview Questions

Research behavioral based interviews and be prepared for these types of questions as well. You can give examples from your military experience, and Eastman will value those answers

- Tell us about a time someone was acting unsafe and you spoke up.
- Tell us about a time you went above and beyond what was expected of you.

A close-up, slightly blurred photograph of the American flag, showing the stars and stripes in detail. The flag is draped and appears to be moving, with the stars in the upper left corner and the stripes extending towards the bottom right.

# Tell me about yourself?

This question is to try and determine how you fit into the team and how you present yourself.

- Make a strong connection between your background, knowledge, interests, and the job at hand
- Make sure to use your “30 second commercial” (who you are, pertinent background information, and 2 benefits)
- Demonstrate 3 personal key characteristics with examples
- Be prepared to share your “weakness” and how that can be a strength

A close-up, slightly blurred image of the American flag, showing the stars and stripes. The flag is positioned on the left side of the frame, with the stars in the upper left and the stripes extending downwards and to the right. The background is a dark, solid color.

# What can you do for our team?

Use the research that you did during interview preparation to show knowledge of the company.

- Strengths: knowledge based, transferable skills (military or civilian), and personal traits (leadership, communication, accountability, etc.)
- Give positive and specific examples
- Talk about safety: give examples of things you have seen that is unsafe and how you corrected the situation (military or civilian)



# Where would you like to see yourself in 5 years?

Early in your career, interviewers want to get a sense of your personal goals, ambitions, drive, and direction.

- Give an example by age of where you want to be at that point
- Talk about how you will achieve the goals that you have set





# “SHARE” Format

You should use the “SHARE” format to answer questions during the interview. Briefly describe your expertise and performance from either or both your military and civilian careers by using this format.

- Situation
- Hinderances
- Action
- Results
- Evaluation



## “SHARE” Format

- Describe the specific SITUATION when answering the question
- Describe what HINDERANCES or challenges they faced in that situation
- Go into detail about the ACTION you took in response to the hinderance or challenge
- Give comprehensive information on the RESULT of the action
- Lastly, EVALUATE what you did. What was learned? What would you have done differently, if anything, in retrospect.



# Why are you here at Eastman?

The interviewer wants to know your intentions and get a good understanding why you want to be part of the team.

- Use the information you learned about the company to explain what made you interested in this job
- Don't ask about salaries, instead talk about the company safety record and benefits
  - This can be a part of the application, but not during the interview

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# The follow up

- Send an email within 48 hours after the interview to thank the company for the interview opportunity
- Notify references that they may receive a phone call from the company
- Stay positive and be patient, some companies may take several days to give feedback
- Eastman will try to give you an expectation of when to expect to hear back from interview

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**Eastman Thanks *YOU*  
for Your Service!**



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