

# That Question Makes Me Scream! Eeeeeeeeeeeeeeeee

Somewhere in the first few questions of each Appraisal Interview (oral), the panel usually asks (**or implies**) a question similar to this: How has your previous experience prepared you for this position?

It could be “Tell us about yourself” or “Tell us what has prepared you to do this job” or any number of other variations. In theory, the question is asked to

1. Start the interview off with something YOU should know well: YOU
2. Relax you because you’re talking about something familiar: YOU
3. Give the panel some insight into what’s important to you about...YOU

The best way to respond to those 3 YOU’s is with 3 E’s:

Experience  
Education  
Extras

As mentioned numerous times in the past, you really don’t want to memorize a pat statement word for word because you can get lost and have to start all over again. Think right now about the **last 4** numbers of your Social Security Number....Did ya have to start with the first number to work your way the last four? That’s how many people ‘memorize’ things: from first syllable through to the last. And if you do that, and get interrupted at some point, **AND THEN HAVE TO START ALL OVER AGAIN**, you’ve probably sunk your oral...At least THAT question.

It’s probably okay to memorize ONE LEAD-IN sentence for each of the 3 topics you’ll want to cover. From there, each topic should have some specific points you’ll want to include in your answer. Don’t let the panel see your hands for this, but imagine one finger for each topic (E), and count it off as your finish that topic.

**Experience:** Cover the experience you’ve had that closely relates to the *job you’re going for*. If it’s a supervision job, talk about what you’ve done & learned while **being** a supervisor or **sitting** in for a supervisor. If it’s a job that demands decision making, talk about the jobs where you’ve had to do that. And always, discuss the RESULTS of your decisions and the RESULTS when you were supervisor/action supervisor, etc.

**Education:** Talk about any Education you’ve had that specifically addresses topics covered in the Scope or Minimum Qualifications. Almost every DMV job can benefit from someone whose taken courses in writing, supervision, and/or English. But in the bulletin, is there something about Enforcement-related duties, and YOU’VE had enforcement-style classes? Report writing? Math?

**Extras:** Do you have any special Certificates that might relate to the job? For example, a Computer LAN certificate or Microsoft license. Have you been on a special project or assignment that SHOWS how you can do the job? Have you done research on a subject and prepared a report? Any special skills? Any ‘thank you’ notes discussing participation in special events or projects?

**If you remember the 3 E’s, you’ll be able to answer that first question about U, U, U.** AND, if you think about it, the 3 E’s approach can be used on just about EVERY Question you get asked during your interview...in a situational question, quickly review each “E” area & locate the best approach...In a specific knowledge question, do the same (e.g. Was I TAUGHT that or did I learn it through Experience or on a special project I was on???????) You can use the 3 E’s as a pointer system for any question asked.