



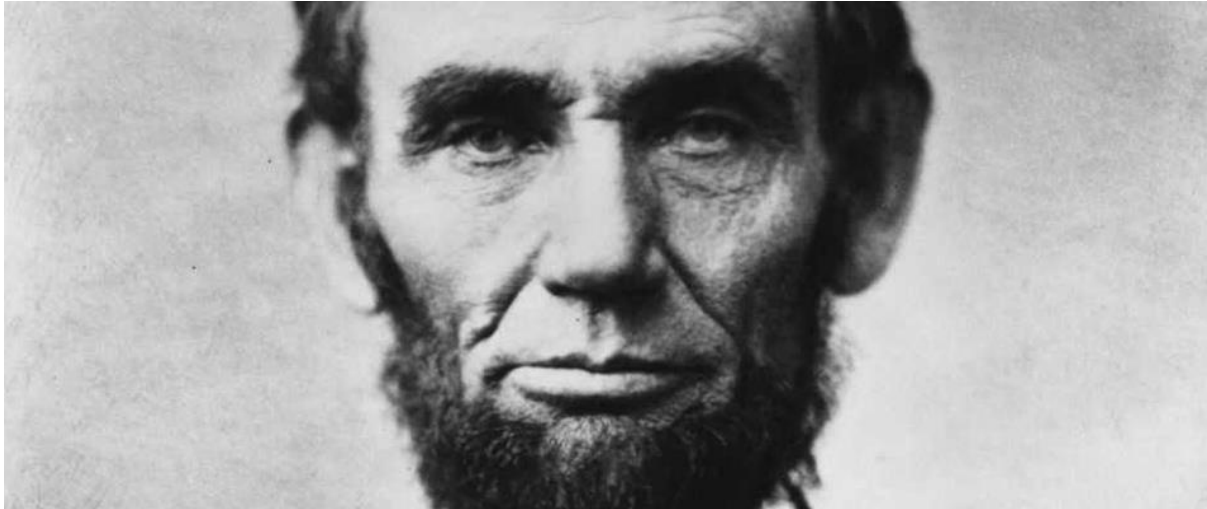
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Executive Search & Board Advisory

## WHAT DO YOU SAY WHEN ASKED 'WHY ARE YOU IN BETWEEN ROLES?'

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*"Always bear in mind your own resolution to succeed is more important than any other"* Abraham Lincoln

There could be numerous reasons why you are in between roles. Whatever they are, your answer will be listened to very carefully. Honesty and integrity is important and will be recognised and verified by the executive search consultant during the interview.

Rarely is the question asked in such a manner, but it will be elicited in some form so be prepared to provide an appropriate response.

In a world that is forever restructuring, there is little surprise to the answer of a redundancy. If alternatively you have been dismissed, chances are it has come down to personality clash or a disagreement of values. Whatever the reason is, present a confident answer in the interview. Search consultants will sometimes already know the answer before you meet them or will follow up with industry sources to confirm your reply.

The second part of the question will tend to be around what did you learn from the experience, and the third part relates to what have you been doing with your time.

They are important questions to help understand:

- What is your state of mind?
- What is your level of confidence?

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- What is your level of motivation?
- How do you respond to adversity or ambiguity?
- How have you been utilising your network and what is your preparedness to think laterally?
- What have you been doing with your time in between roles?
- What plans have you put in place to succeed in the next role or next venture?
- How do you think and when do you actually take the time to think?
- Do you observe? Do you review?
- Can you take on board constructive criticism?
- Can you take on board new ideas or are you fixed in your thinking?
- What is your level of curiosity, your willingness to engage?; and,

Other questions may include:

- How have you structured your day?
- How do you feel you are perceived?
- Have you exhausted all avenues in pursuit of your next role?
- Do you wish to remain in the same industry or role?
- Would you consider offshore opportunities?
- What have you ruled in or out?
- What is your scorched earth policy?

Gregory Robinson, Managing Partner, “Executive search consultants need to have a clear picture of the candidate, and therefore, it is best to make the engagement easy. Prepare for the question, as you will get asked it in one form or another. Your verbal and non-verbal response will be assessed and referenced. Many people underestimate the necessity to practise and keep practising for interviews and the value that it brings.”

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- Executive Search;
- Non-Executive Director Search;
- Board Strategy and Structure Consulting;
- External Succession Planning; and
- Executive Re-Engagement / Transition.

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