

## “ASK ROPELLA - THE HEADHUNTER”



Patrick B. Ropella is President & CEO of the Ropella Group, an international Executive Search, Leadership Transformation, and Corporate Consulting firm headquartered in Florida with clients among the world's largest and most prestigious corporations. The Ropella Group focuses on working with mid-level management and executive-level leaders regarding their search, leadership, and/or consulting needs in sales, marketing, manufacturing, and R&D functions. Patrick is the author of *The Right Hire – Mastering the Art of SMART Talent Management*. His thought leadership has been featured in a wide variety of trade publications, newspapers, and industry journals. Website: <http://www.AskRopella.com>

Website: <http://www.AskRopella.com>

### Listen Carefully to Make Interviews a Success

**Q.** What types of answers should I listen for when interviewing a candidate?

**A.** Hiring managers spend almost 80% of the time talking during interviews. Unfortunately, lack of listening can result in hiring the wrong person for the job. Incorporate these listening tips to gain better information about the candidate you're evaluating:

- Listen for comments that show the candidate has researched your company. The best candidates do their homework and understand the issues you face.
- Listen for specific examples indicating the candidate demonstrates the behaviors you want to hire. A person who responds with theories instead of examples may not be qualified.
- Pay attention to the level of excitement in the candidate's voice. Look for evidence that the potential hire is passionate about their work and your industry.
- Odds are a pessimistic person is not a team player and could harm company culture. Listen for negativity such as gossiping, overconfidence, scoffing a prior employer, or lack of assertiveness.

**Q.** Is it more important to listen or ask questions when I'm being interviewed?

**A.** As a job seeker, you want to learn about the company's expectations and opportunities during an interview. It is important to ask questions about the organization, the work environment, and measures of success. It is also important to listen for what it is really like to work for the company:

- Listen carefully when employment policies and benefits packages are explained. The details will verify whether or not your work style meshes with the company's philosophy.
- Listen for the chance to ask follow-up questions. Probing questions show you're mentally engaged and enable you to validate information.
- Listen for what is not said. As you ask questions, listen for underlying issues regarding the duties or expectations of the job.
- Pay attention to key names. Make note of information about people, industry challenges, or competitive issues to help you evaluate your acceptance decision.

**The Chemist's Connection**

- ♦ Exotic Naturals
- ♦ Skin Care Actives
- ♦ Marine Ingredients
- ♦ Sucrose Esters
- ♦ Low Surfactant Bases
- ♦ Custom Synthesis

**MMP, Inc.**  
3470 So. Clinton Ave. • So. Plainfield, NJ 07080  
T 908.561.4435 • F 908.561.4780 • [www.mmpinc.com](http://www.mmpinc.com)

**CornProducts INTERNATIONAL**

Discover how the FARMAL® family of natural ingredients, including hydrolyzed and modified polymers, can give your formulations exceptional texture and appearance. Call 800-443-2746 or visit [www.comproductsus.com](http://www.comproductsus.com).

**farmal**

FARMAL® is a trademark of Corn Products International, Inc.

Innovation for  
Hair & Skin

[croda.com/na/pc](http://croda.com/na/pc) **CRODA**

Ask About...  
**belle-air's**  
O.M. Technology™  
The Ultimate Deodorizing Solution

"where imagination makes scents"

Belle-Air, Fragrances, Inc. 1600 Baskin Rd. Mundelein, IL 60060  
Phone: 847-616-3500 Fax: 847-616-7695 E-mail: [sales@belle-air.com](mailto:sales@belle-air.com)

Success, delivered.

**UNIVAR**

+1 877 203 0045 [www.univar.com](http://www.univar.com)

**BioChemica**  
INTERNATIONAL

Exotic  
**The Butter People!**

875 Creel Street  
Melbourne, FL 32935 USA  
Tel. 1-321.254.3444  
Fax 1-321.242.9507  
[sales@biochemica.com](mailto:sales@biochemica.com)

USDA ORGANIC

[www.biochemica.com](http://www.biochemica.com)