



Summer Newsletter 2016

Here's what hiring managers really want to know when they ask 'Where do you see yourself in 5 years?'

<http://www.businessinsider.com/where-do-you-see-yourself-in-5-years-interview-question-2016-1>

Companies invest a great deal of time and money in recruiting and training candidates, and they don't want to lose their investment in a hire who's going to leave in a year or two, Kurow says. That's why it's best to avoid saying that you hope to be at another company, in another industry, or even a drastically different role than the one you're applying for - even if it's true.

2. They want to know that you've put thought into your response

"The purpose of asking this common interview question is to understand whether a candidate is looking for a career rather than just a job, whether their goals align with the organization's goals, and whether they have a realistic plan for their future."

"Don't get caught without a long-term plan," Wishon says. Show the interviewer that you have thought about this question and have a basic trajectory mapped out. But let them see that you're flexible. "Everyone understands things can change, so strike a balance between being set on where you want to go and also understanding that the path may change," he says.

1. They want to know that you're driven, but that you have realistic goals

"Don't come off as overly ambitious," Wishon says. "It's OK to mention some future promotions within the organization, but it may be overkill to say you want to be CEO in five years if you're applying to an entry-level job."



3. They want to hear that you are willing to pay your dues before expecting a promotion

“The hiring manager doesn’t want to hear that you are looking to move up to a higher-level position within a year or that you want to become eligible for your boss’s job,” Kurow says. Don’t threaten anyone else’s career, and let them know that you realize it may take time, and a lot of work, before you’ll move up. “Emphasize your willingness to work on personal and professional development to progress your career path within the organization,” Wishon adds.

4. They want to know that you’re loyal and willing to make a commitment to the company for at least five years

It may not seem like a tricky question, but your response to “Where do you see yourself in five years?” can make or break your interview. According to David Wishon, chief recruiting officer at job-search site Happie:

The purpose of asking this common interview question is to understand whether a candidate is looking for a career rather than just a job, whether their goals align with the organization’s goals, and whether they have a realistic plan for the future.

Dale Kurow, a New York-based executive coach, says your response to this question can also tell the company if you have the requisite work ethic, attitude, and loyalty to be a good hire in the long term. Here’s what hiring managers do and do not want to hear when they ask this question:

5. They want to hear how the company and role you’re applying for fits into your long-term goals

“Make sure the role you are interviewing for is at the foundation of the answer you provide,” Wishon suggests. “Tell them that how you can achieve your long-term goals by performing this role to a high standard.” Also share how you plan to contribute to, and grow with, the organization over the next few years, Kudrow adds. If you want to make sure your five-year plan is aligned with theirs, take the lead and ask what results the interviewer is looking for from this role, Wishon suggests. “This will help to best understand the progression and potential timeline,” he concludes.



Fresh Tomato and Mozzarella Salad



Ingredients

Servings: 4 - 6

- 3 medium tomatoes
- ½ lb fresh mozzarella cheese (if all you can find is the tub, make sure to pat it real dry)
 - ½ cup torn basil leaves
 - 3 tablespoons olive oil
- 4 teaspoons balsamic vinegar
- Kosher salt or sea salt, to taste

Directions

- Cut up the tomatoes and mozzarella into large cubes
- Add basil leaves and drizzle with vinegar and olive oil
 - Stir lightly
- Sprinkle with a little salt
- Chill at least one hour
- Store in refrigerator

4 Traits Hiring Managers Want in Every New Employee

Technical skills: Check. Education: Check. Qualifications: Check. Soft skills: Womp womp.

Hiring managers seek a certain “je ne sais quoi,” a certain “it” factor, when evaluating candidates. When soft skills are clearly absent, or don’t get appropriately emphasized during a job interview, it could be game over for your candidacy. Yes, some industries and roles put more weight on this than others. But when I worked in financial services corporate recruiting, and candidates had nearly identical resumes, education, and work experience, those who highlighted soft skills were hired. They emphasized their incredible people skills, work ethic, and overall positive presence. Here are 4 things hiring managers look for in a stellar hire.



1. Plays well with others.

. . . More often than not, hiring managers are assessing your interpersonal skills, and one way to effectively do this entails putting you in front of your peers. In fact, hiring managers repeatedly informed me that they can easily teach smart new hires specific technical skills, but people skills are valuable and harder to teach.

2. Gets fired up.

. . . Instead of dimming your inner light and enthusiasm during a job interview, let your authentic, genuine ambition shine. I once asked a hiring manager of a group with a unique job description and technology-heavy skill set what he was looking for in a stellar candidate . . . He responded “I’m looking for fire in their bellies.” . . . Be careful not to overdo it. Yes, it’s important to demonstrate interest and ambition, but if you go too far, it could backfire and come across as overzealous.

4. Works hard.

Do your homework and come to the interview with an example of your work ethic. Even if interviewers don’t dive into behavioural-based questions seeking a specific example from your work history, insert it into the interview anyway. . . . During the question portion at the conclusion of your interview, ask about the corporate culture by giving an example of when you went above and beyond and how you enjoy surrounding yourself with like-minded top performers. . . .

3. Is likable

Again, this is not something employees can be taught from a textbook. Hiring managers I’ve worked with always say they went with the person who was well-liked. “Everyone liked them” was the typical response. Plus they extended offers to candidates they could celebrate with after the entire team crushed a big deadline. Again, it goes back to the sandbox.



What Is Your Biggest Weakness?

This is one of the most popular questions that interviewers ask interviewees. It appears in different ways:

- What's your biggest weakness?
- List three weaknesses
- What would your friends say negatively about you?
- What are your key personal development areas?

However, they are all basically the same question. They have the same aim. To understand what your weaknesses are.

It's not all Positive.

We all know that interviews are meant to showcase the best of us - all out positive attributes. But unfortunately none of us are perfect and an interviewer knows that. They want to find out about our imperfections. The reasons I've asked this question in the past are:

1. To understand whether an interviewee knows their weaknesses
2. Are they telling me the truth? Is the weakness they've told me really a weakness or actually a strength dressed up as a weakness?

It should be easy for an interviewee to answer the "weakness" question. However, you'd be surprised. Generally interviewees don't like talking negatively about themselves. They think it doesn't portray them very well in the eyes of the interviewer. But you can use it to your advantage, more on that in a moment.

Tipping Point

If you don't answer this question properly it can be a tipping point for many interviewers in making a decision about your suitability for the role. So what happens when an interviewee is asked this question:

1. The interviewee doesn't know what their weaknesses are (long pause as they try to think of one).
2. They portray a strength as a weakness e.g. "I'm impatient so I like to get things done quickly", is an example of a characteristic being turned into a strength

Alarm Bells

A few years ago Barry came to see me for an interview and I asked him, "Tell me one thing that your friends would say negatively about you?" After thinking for a few moments, he turned to me and said, "To be honest if they said anything negatively about me they wouldn't be my friends." Wow, what an answer! The alarm bells went off! If you have friends like mine they'll tell you one thing negatively about yourself. For me . . . it would be that I'm not good at keeping in touch regularly enough. Not having anything to say is just not believable. He didn't go on to get a job.

The Right Way

There's a third answer to the question that I see from time to time, which is the most appropriate answer. It shows that:

- You know your weaknesses
- Highlights what you're doing to overcome them

One example, let's say, is that my presentation skills aren't that good. I tell the interviewer that this is a weakness of mine. What I say next is that I recognize that presentation skills are important to my career and that I have booked myself on a course to improve those skills. I am not seeking every opportunity to present to become a better presenter. Here you demonstrate that you know your weakness and what you're doing about it.

Full article here: <http://www.interviewexpertacademy.com/what-is-your-biggest-weakness/>



- [Toronto Pride Month](#) - June 1 - July 3
- [Mac 'N' Cheese Fest](#) - June 3&4
- [Dundas International Buskerfest](#) - June 3-5
- [Ontario Craft Beer Week](#) - June 10-19
- [Bestival Toronto](#) - June 11-12
- [NXNE](#) - June 15-19
- [Taco Fest](#) - June 17-19
- [Taste of Asian](#) - June 25&26
- [Salsa in Toronto Festival](#) - June 30-July 17

June 2016

Calendarpedia
Your source for calendars

Wk	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	30	31	1	2	3	4	5
22							
	6	7	8	9	10	11	12
23							
	13	14	15	16	17	18	19
24							Father's Day
	20	21	22	23	24	25	26
25							
	27	28	29	30	1	2	3
26							

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July 2016

Calendarpedia
Your source for calendars

Wk	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	27	28	29	30	1	2	3
26					Canada Day		
	4	5	6	7	8	9	10
27							
	11	12	13	14	15	16	17
28							
	18	19	20	21	22	23	24
29							
	25	26	27	28	29	30	31
30							

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- [Digital Dreams](#) - July 2&3
- [Beaches Jazz Fest](#) - July 2-24
- [Toronto Caribbean Carnival](#) - July 5-31
- [Summerlicious 2016](#) - July 8-24
- [TO Food Fest](#) - July 9&10
- [Afrofest](#) - July 9&10
- [Festival of India](#) - July 16&17
- [Toronto Burlesque Festival](#) - July 28-31
- [Toronto Food Truck Festival](#) - July 29-31
- [VELD MusicFest](#) - July 30&31

August 2016

Calendarpedia
Your source for calendars

Wk	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	1	2	3	4	5	6	7
31	Civic Holiday						
	8	9	10	11	12	13	14
32							
	15	16	17	18	19	20	21
33							
	22	23	24	25	26	27	28
34							
	29 August Bank Holiday	30	31	1	2	3	4
35							

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- [Taste of the Danforth](#) - August 5-7
- [Wheels on the Danforth](#) - August 13
- [Vegan Food & Drink Festival](#) - August 13
- [Hot & Spicy Food Festival](#) - August 19-21
- [Canadian National Exhibition](#) - August 19 - September 21
- [Toronto Cider Festival](#) - August 27
- [Muslimfest](#) - August 27&28

