

## 1. STRATEGIC RESEARCH

- Company "Pain Points"**  
Research current challenges the industry faces. How can you be the solution?
- Culture & Values Alignment**  
Find their mission statement. Prep examples of how you've lived those values.
- The Interviewer Dossier**  
Check professional networks for the interviewers' backgrounds or shared interests.
- Product & Service Review**  
Understand their core offerings. Be ready to explain why you believe in their work.

## 2. THE STORY BANK

- The "Problem-Solver" Story**  
A time you identified an inefficiency and implemented a successful fix.
- The "Pivot" Story**  
Demonstrate adaptability when a project or priority changed suddenly.
- The "Achievement" Story**  
Focus on a goal you exceeded and the specific actions that led to that success.

## 3. THE ENGAGEMENT

- The 60-Second "Hook"**  
Refine your "Tell me about yourself" to lead with your professional identity and value.
- High-Level Inquiry**  
Prepare 3-5 questions that focus on team growth and long-term department objectives.
- Body Language & Tone**  
Maintain eye contact, use active listening cues, and mirror the interviewer's energy.
- The Value-Add Close**  
Succinctly summarize why your specific skills make you the obvious choice for this team.

## 4. FINAL LOGISTICS

- The Technical Rehearsal**  
Virtual: Camera at eye level, lighting in front of you, test your mic/audio/connection.
- Materials Accessibility**  
Have your resume, the job description, and your questions readily available.
- Personalized Follow-up**  
Plan to send a thank-you note referencing a specific, insightful part of your conversation.

### SQUATCH METHODOLOGY: RANGE, FREQUENCY, & SCALE

**Range:** What was the breadth of your impact? (e.g., Department-wide, Multi-state, or Global).

**Frequency:** How often did you deliver results? (e.g., Weekly reporting, 50+ projects completed annually).

**Scale:** What is the tangible volume or size? (e.g., Managed \$1M in assets, supported 500+ users, or improved output by 25%).