

# INTERVIEWS

## From both sides of the table

Interviews are essential not only for the interviewer but for the candidate as well. Knowing what's happening from both sides of the table could give you an advantage.



## What they are looking for:

- Skills and knowledge to perform the job
- Personality and culture fit
- Presence, professional dress
- Body language
- Soft skills; integrity, character, communication, potential, coachability, self-awareness, etc.
- Timely to interview
- Fit with the company's mission, vision and values
- Confidence
- Knowledge of the company
- Something that sets the candidate apart from others
- Leadership; formal and informal
- Successes from past experiences

**Visit our website!**

[FarmCreditofVirginias.com](http://FarmCreditofVirginias.com)

## What you should be looking for:

- Personal fit with company culture
- The management style of the supervisor
- Work requirements; travel, remote work or hybrid schedule
- Training and development
- Total benefits, to include health and dental, retirement/401K, paid leave, wellness benefits
- Human equity and integration into the company culture
- Career advancement opportunities
- Work/life balance
- Company financial security
- Job security

 FARM CREDIT  
KNOWLEDGE CENTER

Farm Credit of the Virginias, ACA is an affirmative action/equal opportunity employer, including veterans and individuals with disabilities.