Self-Critique: Interview Lab

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Introduction

I love a good opportunity for self-reflection! It gives me an outlet to talk about myself in a safe space which is helpful for my self growth and professional growth. I understand a huge portion of this management class is to learn about ourselves, not only through our inherent personality types but also through our past work experiences and those we can anticipate in the future. Self-awareness helps us make connections and realize our goals by maximizing our own potential and helping to maximize the potential of those around us. By increasing the depth of our self-understanding it enables us to recognize our patterns, pinpoint our motivators, distinguish our wants and needs, help others, and identify our role within a diverse team of individuals.

I considered taking the easy way out by not doing a self-evaluation which meant that I could avoid watching myself on video since I am terrified of seeing myself. However, I identified this as a hurdle to be overcome and as an opportunity for growth and change. So, even though I was uncomfortable it was constructive for me to quit relying so heavily on my emotional super center and look at myself logically and compassionately instead.

What stood out to me the most on the Feedback PowerPoint was that a critique should "preserve dignity" by *separating actions from identity*. This is especially helpful for me since I am guilty of talking to myself too harshly to the point of shut down. As with anyone, they deserve empathy so I decided this would be a good opportunity for me to build myself up while identifying areas of improvement by analyzing my strengths, weaknesses, and patterns so that I can develop better habits and see long-term change.

The Compliment Sandwich

Top Bun

I am great at finding positives despite negative situations. I am an initiator and a team-oriented individual. I proved this to myself when I waited until that morning to go over our collaborative google doc. I had forgotten that we put both lab days on one doc, so the day-1 section was quite bare. There was not a cohesive idea nor were the questions in any kind of order or assigned to anyone in particular. Instead of setting up my own questions and leaving it at that, I went through all the questions, added more, organized them, and assigned them to certain people with a specific line-up of who would say what and when, and then I printed copies for everyone. This demonstrated that I work great independently when there is a mission at hand and a deadline, and that I have dedication to our team success.

Burger/Cheese/Tomato

As someone who has always teetered delicately between extroversion and introversion, it is hard for me to maintain a solid sense of self. This manifests in the clarity of my mind to formulate sentences clearly without "ums" and repetitive statements while frequently breaking eye contact and betraying my lack of confidence with my body language and poor posture. This has also manifested in my presence since I'm always in my own mind trying to figure out who I am, what I want, and what step I need to take next. A lack of presence manifests itself through a lack of preparedness, apathy, and an inability to plan time as efficiently as possible.

Presence is a good skill to start developing, and meditation and hydration can be the first steps I can take to make sure that I can give my attention fully to the task at hand, remain motivated, and stay confident when I speak in front of others. It's key to start small with these two daily goals to improve my mental clarity and presence.

Bottom Bun

During the lab, I realized that I naturally gravitate to leading when there is a clear lack of group cohesion and leadership. I have found that I do hold the capacity to take the lead and that I am great at bringing people together. I often associate leadership with constantly being put on the spot, so if I improved my preparedness and my time management, I might feel more comfortable when I'm put on the spot in front of others. There was a moment at the end of the interview when Leon started asking specific questions, which I automatically jumped in to answer because I knew I was the only one with a copy of the job description. I think my lack of preparedness by not being completely familiar with the job position, was the only hindrance in feeling comfortable facilitating the interview and improvisation is not a strength of mine.

Takeaways

This lab prompted me to completely reformat my resume, cover letter, and e-portfolio, so I spent all weekend making multiple versions specific to particular job openings. Observing classmates interview was helpful in seeing their body language and the way they formulated their responses, as well as their follow-up questions about the position and the company. I also loved Leon's objective statement and am trying to come up with my own that's just as awesome.

In addition to the improvements on my professional documents, I also started a notebook where I've written down my strengths and weaknesses, memorable leadership experiences, and responses to scenario questions. I'm hoping this will help my confidence interviewing if I anticipate certain questions that I've premeditated and rehearsed at home. I started meditating to get a greater sense of daily presence and have been conscious of my posture and body language throughout the day. I have also been learning about the messages that certain body language sends to others. I might even try to video myself in private answering interview questions I have carefully written out myself to try and gain confidence in my own voice.

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