

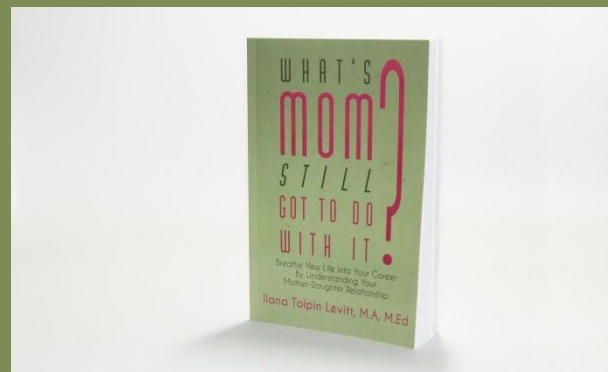
# Storytelling for Interviews

## NYPCCMA

March 10 2021

Two sides to every story: the one people tell themselves and the stories they should tell others...

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# Inside the Candidate

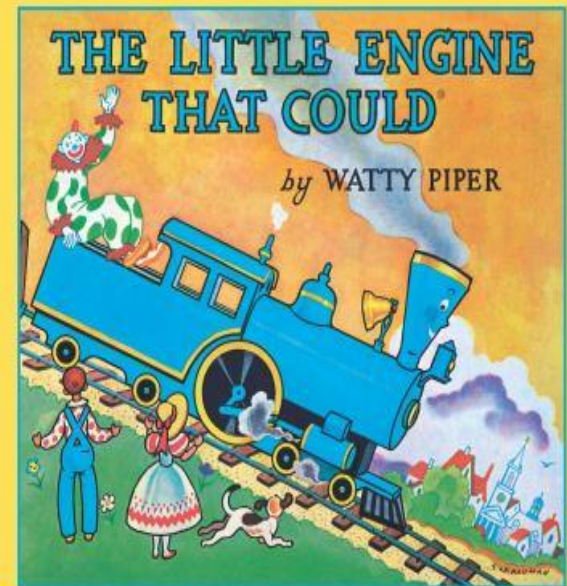


- Inside the Candidate



get out of my head.. *song*

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# In the Mix..

Job history

Good reviews and feedback

Skills

Decisions

Educational history

Work relationships

Positive work history

Institutional racism

Career trauma (terminations, bad bosses)

Pressure

Job history (gaps in resume)

Decisions

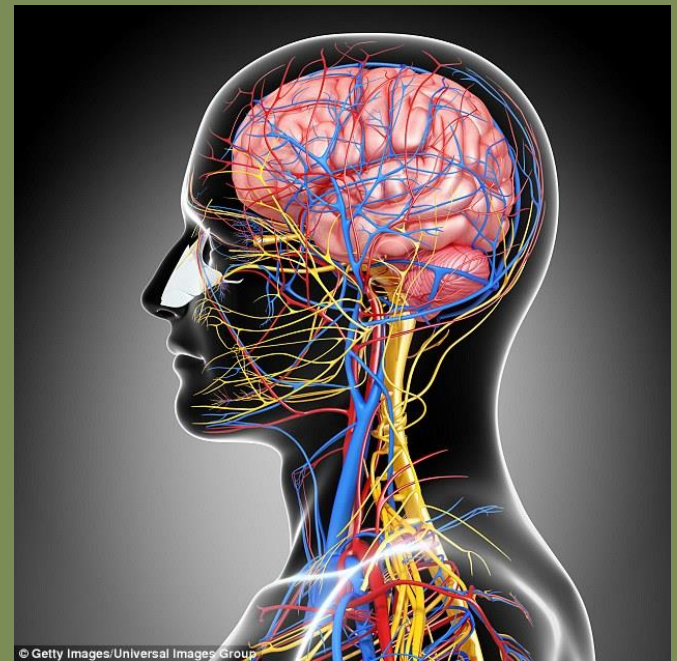
Levels of experience

Educational history

Disabilities (learning, physical, mental health)

# Inside the Candidate

- Family messages
- Self esteem
- Confidence
- Narrative/script
- Shame
- Pride



# Imposter Syndrome: sources

- Upbringing: internalized family
- Society: Work Culture
- Brain: Neuropathways



# The Interview



# BEHAVIORAL INTERVIEWS

- Applicant is asked about past behavior to indicate future performance...
- "Tell me about a time when you dealt with a disruptive customer". Responses are expected to give an indication of an applicant's professional conduct and character

# Do's

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- Match the interviewer's pace and timing
- STAR (situation, task, action result)  
PARS ( problem, action, result, skill)  
CAR model (challenge, action, result)
- Connect to childhood themes
- Leave the negative influences at home!
- Transferable skills
- Personal qualities



# Don't's

- Let the negative, pessimism, desperation seep in
- Avoid jargon
- Avoid fabrication
- Go on too long
- Get lost in details

# Creating a compelling story

Structure your story

Using Emotion

Using surprises

Metaphors and Analogies

Keeping it real

Practice

Conclusion

# Re-write the story

What's the narrative? Where is it generated?

Write a brief story about your struggle.

Now write a new story from the viewpoint of a neutral observer-  
reframe the story



# Use Resources

Language: Transferable skills

Personal adjectives that describe you

Gallop Strengths Finder

[www.ncda.org](http://www.ncda.org)

# Balancing Act...

- Hard to Get vs. Being too available



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