



# Horstman's Wager – The Case For Interview Preparation: Not Playing The Game

Achieving Results Managing People

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# The Basics

- Interviewing Is A Black Box
  - We Know The Inputs
  - The Outputs Often Mystify Us
  - We Just Don't Know What Really Happens, So....
- Many Choose To “Play The Game”
  - Shade The Truth
  - Be Overly Clever With Answers
  - Overstate Our Impact
- But Is This Really The Right Approach?
- What Happens Short AND Long Term?
  - Preparation Vs. Playing The Game

# Horstman's Wager – SHORT TERM

Our Dilemma

|                     |                     | Process Outcome                    |                           |
|---------------------|---------------------|------------------------------------|---------------------------|
|                     |                     | Offer                              | NO Offer                  |
| Be Yourself Prepare | Play The Game       | Nice Work!<br>Q1                   | Good Work;<br>Sorry<br>Q2 |
|                     | Be Yourself Prepare | Nice Work -<br>You Fooled Us<br>Q3 | Ouch<br>Q4                |

# Horstman's Wager – LONG TERM

|             |                     | Process Outcome  |  |
|-------------|---------------------|--|--|
|             |                     | Offer  | NO Offer   |
| Our Dilemma | Be Yourself Prepare | Everybody's Happy:<br>Now AND Tomorrow<br>Q1                           | Disappointed<br>But Understanding<br>Q2                    |
|             | Play The Game       | How Happy Will You Be?<br>How Well Do You Fit?<br><b>DANGER!</b><br>Q3 | <b>OUCH!</b><br>Would They Have<br>Liked <i>ME</i> ?<br>Q4 |