Fit?

Interviewing for Meaning

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Applied Attention Coaching and Consulting
What's going on?

What feels important right now?

How can I support you?
Be strategic

Use biography to gain insight
Tell me about a time when you:
took a chance and things went well
took a chance and things did not go well

Build rapport

Rapport = Safety
Help your client feel understood
Reflection & wondering out loud are powerful tools to check for understanding and meaning
‘Let me see if I get this…”
“I noticed…and I am wondering…”
“You’ve given me a lot, let me stop and check…”

Observe for values

Insight = opportunity
You want to fully understand the interviewee
Key words  Facial changes  Posture  Hands  Breathing

Use "Why?"

What are you focused on right now?
What matters most to you?
What feels most important right now?
What are you most grateful for?
What is most challenging right now?