

This is a guide only and should be adapted to your industry and circumstances.

Mastering Interviews as a Diverse Job Seeker

Introduction

Interviews can be intimidating, but they are also an opportunity to showcase your unique strengths and alignment with a company's mission. Social enterprises prioritise diversity and inclusion, making them ideal workplaces for candidates from diverse backgrounds. This guide will help you navigate interviews confidently and effectively.

1. Research the Organisation's Commitment to Inclusion

Before the interview, investigate how the social enterprise integrates diversity, equity, and inclusion (DEI) into its mission. Look for:

- Diversity statements on their website
- Employee testimonials on platforms like LinkedIn
- Past initiatives or programs supporting underrepresented groups

2. Craft Your Personal Narrative

Your background, experiences, and perspectives are valuable. Prepare a concise narrative that highlights:

- How your experiences shape your professional perspective
- Ways you've contributed to inclusive workplaces or social causes
- Skills gained from overcoming unique challenges

Example: "As someone who grew up in a multilingual household, I understand the value of effective communication across cultures. This skill has helped me in roles requiring cross-cultural collaboration."

3. Addressing Bias

Unfortunately, bias can still exist in hiring. Prepare for potential biased questions by:

- Staying calm and redirecting the conversation to your skills and qualifications
- Responding with confidence if faced with inappropriate questions (e.g., "I prefer to focus on how my skills align with this role.")
- Knowing your rights regarding illegal interview questions

4. Highlighting Transferable and Soft Skills

Many social enterprises value soft skills such as adaptability, empathy, and problem-solving. Emphasise:

- Cross-cultural collaboration
- Experience in inclusive leadership or advocacy
- Conflict resolution in diverse teams

5. Navigating Disability and Accommodation Discussions

If you require accommodations, consider when and how to disclose. Tips:

- If necessary, discuss accommodations after receiving a job offer
- Frame accommodations to enhance productivity
- Know your legal rights in requesting workplace support

6. Asking Inclusive Questions

Show your interest in the company's commitment to diversity by asking questions such as:

- "How does your organisation support employees from diverse backgrounds?"
- "What DEI initiatives have been most impactful here?"
- "Can you share examples of how the company fosters an inclusive culture?"

7. Building Confidence and Managing Anxiety

To feel more confident:

- Practice mock interviews with peers or mentors
- Prepare responses to common and behavioural questions
- Use grounding techniques like deep breathing before the interview

Summary

Interviews are a two-way conversation, allowing you to evaluate whether the organisation truly values diversity and inclusion. By preparing effectively and showcasing your unique strengths, you can confidently navigate the interview process and secure a role in a mission-driven social enterprise.