



## Role Play: Practicing for the HR Screening Interview

Role-playing your responses before your interview is crucial to a successful negotiation.

The video in the next scenario will put you on the negotiation hotseat, so you can practice in real-time.

### How it works:

**Step 1:** Print out Page 2 of this document.

**Step 2:** Prepare for your “interview” by writing out your answers to the questions. You can refer back to the course for tips.

**Step 3:** Get ready, then begin the video.

- The HR rep will ask a question, then leave time to respond
- Practice answering the question in a clear, concise, and confident manner
- You’ll see a countdown clock to show how much time you have to respond



**Step 4:** Repeat until you’re confident and can answer without consulting your notes, then move on to the next scenario.

## **Role Play: Practicing for the HR Screening Interview**

### **Question 1: What is your current salary?**

*Tip: Defer answering the question and revealing your current salary until you know more about the position. One option is to cite confidentiality issues with your current employer.*

*Review: Refer back to Section 4 - Early Stage Negotiation Strategy*

*Time to respond: 15 seconds*

### **Question 2: I understand, but before I can pass this along for another round of interviews, I really need to know what range you're looking for here.**

*Tip: HR is now asking for a desired salary range. Stand tough and phrase things a different way.*

*Review: Refer back to Section 4 - Early Stage Negotiation Strategy*

*Time to respond: 15 seconds*

### **Question 3: I'm happy to answer any questions you might have, but right now I really need to know what salary range you're looking for.**

*Tip: HR is being persistent and says they really need an answer. Stand tough and practice a few options, such as responding then changing the subject, or with my "crazy range" technique.*

*Review: Refer back to Section 4 - Early Stage Negotiation Strategy*

*Time to respond: 15 seconds*