The Compliance-Gaining Interview

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Successful Interviewing Techniques
The Compliance – Gaining Interview

Farmers:

Plant in the Spring       Harvest in the Fall
A most neglected interviewing phase
Connected directly to the compliance – gaining interview:
The Golden Link
The Compliance – Gaining Interview

- Success
- Failure
From an interviewing perspective, we often leave money on the table.
Money, in this case, being information.
Regarding Information:
Regarding Information:

Have it all  Ensure validity
When it comes to compliance-gaining, many think there is a:
When it comes to compliance-gaining, many think there is a: Magic Formula
When it comes to compliance-gaining, many think there is a:

Magic Formula    Secret Code
What it really comes down to is:

Mastering the Fundamentals
Phatic Communication
Phatic Communication

- basic of daily communication
- generally done to everyone they meet in their lives
- makes use of conventional messages to establish rapport, to break the ice, or to end a conversation
The Criticality of “Before”
Metaphorically Frame Our *Compliance* – Gaining *Interview* Examination to the . . .
The Tending of a Field
Stages One and Two

Winter
Stages One and Two

Spring
Stages Three and Four

Summer
Stages Three and Four

Fall
1. Winter – preparing to conduct the compliance – gaining interview;
1. Winter – preparing to conduct the compliance – gaining interview;

2. Spring – planting the seeds for compliance – gaining receptivity;
1. Winter – preparing to conduct the compliance – gaining interview;

2. Spring – planting the seeds for compliance – gaining receptivity;

3. Summer – tending to the compliance – gaining tender shoots;
1. Winter – Preparing to conduct the compliance – gaining interview;

2. Spring – Planting the seeds for compliance – gaining receptivity;

3. Summer – Tending to the compliance – gaining tender shoots;

4. Fall – gathering the compliance – gaining harvest
Stages One through Three

The stages wherein we will place our emphasis during this examination.
Stage One: Preparing the field

Winter
Stage One: Preparing the field

Winter

Prepare for a given interview:

Facts regarding the inquiry;

Facts regarding the interviewee
Stage One: Preparing Interviewer

Winter

The fundamentals are perishable skills;

Especially for compliance gaining;

Practiced continually
Stage Two: Planting the Seeds for Compliance – Gaining Receptivity

Spring
Enhancing the compliance -gaining potential at the very beginning of the interview
Smile.
Call the persuadee by name.
Establish comfortable eye contact.
Shake hands.

Note: there are always cultural nuances in this regard.
Introduce yourself.
Thank them.
Compliment.
Be interested – not interesting.
Relate.
Stage Three

Summer
Stage Three

Summer

Present multi-faceted themes simultaneously;

Monitor persuadee’s expression for emotive response;

Consider engaging the concurrent theme.
Summary:
Become:

The Super Phatic Glue
The Compliance-Gaining Interview: Plant in the Spring and Harvest in the Fall

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