

1 CHAPTER THREE AUDIO

2

3 GWEN: OK, we've sent out our resumes and we should just expect those

4 interview invitations to come pouring in.

5

6 GWEN: PLEASE!

7

8 GWEN: Soba... you have the most recent interview experience, give us

9 some good tips.

10

11 SOBA: Oh yeah I had so many interviews I'm a professional candidate

12 now (snort-laughs) Thank goodness for the online interviewing tool at

13 ACS that helped me build and strengthened my interview skills and I

14 practiced with my ACS Career Consultant over the phone, which helped

15 me jump through all those hoops from the first phone call to the second

16 call and...

17 NEIL (interrupts) What? Jumping through hoops?

18

19 SOBA: Yeah, 3 interviews first there was the HR guy that was half an

20 hour and then I had a phone interview with the manager. But that was

21 only the beginning...

22 (Pause for effect)

23

24 MUSIC: *gothic in nature low and under.*

25 SOBA: (off cam) And then finally, I had the whole panel interview thing

26 with like five people it was so intimidating.

27 (Pause for effect)

28

29 MUSIC: *gothic under*

30

31 SOBA: (off cam) Like one of the guys holds like 60 patents –I looked it up

32 (Pause for effect)

33

34 MUSIC: *continue unders*

35

36 SOBA: And they ask all kinds of questions you don't wanna answer.

37

38

39 MUSIC: *gothic under builds in intensity*

40 GOTHIC REAPER: TELL US WHAT YOU DID WRROOONGGGG!!!
41 TELL US WHY YOU FAILED!!

42
43 NEIL: AHHHHHGGG!
44

45 SOBA: (*off camera interrupting*) DUDE! ...its not that bad. Ya-know –
46 there just questions about how you handled some awful mess you got into
47 or what happens when you missed a deadline or went over budget
48 anyway I told the story about how last summer my project generated this
49 fantastic PR challenge when all the test subjects escaped from their
50 cages due to an animal testing protester infiltrating the lab and I guess
51 they were just fascinated with the story...

52
53 NEIL: (*interrupting*) Soba! What kind of questions did they ask?
54

55 SOBA: Ah...you know... The usual stuff ...
56

57 DOC: (*off cam*) Neil, panel interviews aren't that bad, I've served on them
58 myself. We ask behavioral questions because it helps us compare
59 technical competence, what motivates you, how you solve problems, and
60 how you'd fit in our culture. If you survived the resume scrub, and the
61 preliminary phone review, then that means you're a serious candidate.
62 We want you to succeed.

63
64 GWEN: Doc, It's been ages since I faced interviewers. How do I even
65 prepare for that?

66
67 DOC: Oh I think you know...think about... about what they MAY ask and
68 practice answering...maybe have a friend help you over a cup of coffee
69 (*winks*)

70
71 NEIL: But what kind of questions do we practice with?

72
73 DOC: Oh, that's easy. Just think of the worst thing that ever happened in
74 your entire career, and explain how you handled it & what good came
75 from it

76
77 GWEN & NEIL
78 WAAAAAAA.....(*continues in background*)
79

80
81
82 DOC: (*chuckling*) What's the matter haven't you had your caffeine today?
83
84 SOUND: *tink, tink, tink, BAM!*
85
86 CAFFEINE: WAAA...WAA...WHO CALLED THE WAAAAMBULANCE?
87 Get a grip will you?
88
89 GWEN: OK, Help us! HELP US!! We need help!
90 CAFFEINE (nasally): I meant get a grip on YOURSELF.
91
92 DOC: They need to prepare for interview. You and I can be the panel.
93
94 CAFFEINE: OOOW- Sounds like fun. I always wanted to be an
95 interrogator.
96
97
98 CAFFEINE: (*in Humphrey Bogart lisp*) OK sister, talk, we know you got
99 the goods, now where is it?
100
101
102 NEIL: DOC, You guys know each other?
103
104 DOC: (*off cam*) Come, come, it's my coffee cup isn't it? Now, let's focus
105 on getting you a job, shall we? Doctor Caffeine, after you.
106
107 CAFFEINE: Why yes, thank you Dr. Albright. So, Null...
108
109 NEIL: Er, that's NEIL.
110
111
112 CAFFEINE: I'm sorry, were you correcting me?
113 NEIL: (*hastily*) No, No, not at all DOCTOR caffeine.
114
115 CAFFEINE: Good, Null...so tell me about a time when your biochemical
116 materials posed a serious health threat?
117
118 NEIL: WHAT??? How'd you know about that?
119

120 CAFFEINE: Pathetically unprepared and naïve.

121

122

123 DOC: Maybe that's a little severe. How about telling us how you managed
124 the situation?

125

126

127 NEIL: Oh...uh...(collects himself) Any time I'm working with active
128 enzymes, even those which are considered beneficial, I treat them as
129 potentially hazardous materials. For example, hygiene and waste
130 management are critically important, and I explain things to the new lab
131 technicians, like ecological threats in the water supply and proper
132 disposal.

133

134 We did have a really serious, horrendous problem once when I was out
135 of the lab, but since I had posted emergency actions in advance, the
136 problem was contained and um ...

137

138 CAFFEINE: (*interrupting*) You could say you mitigated the threat and
139 continued monitoring just in case of latent effects.

140

141 NEIL: That's, THAT's RIGHT...Which there weren't any. We successfully
142 contained the problem.

143

144 CAFFEINE: Prepared for problem & successfully contained. Hmmmm.

145

146 DOC: (*off cam*) OK, Now you, Gwen

147 GWEN: I don't think I can top that.

148

149 CAFFEINE: Describe a time when a teammate's actions nearly brought
150 your research to a screeching halt and drove your employer
151 BANKRUUUPT!!!. How did you manage the situation?

152

153 GWEN: OK, That never happened to me!

154

155

156 DOC: Then, describe your own situation that fits the context of the
157 question.

158

159

160 GWEN (*mutters to herself*) Ok, this is about leadership & management
161 skill. (*clears her throat & composes herself*)

162

163

164 GWEN: I manage diverse teams of varying skill levels. One time a junior
165 technician took it upon himself to run multiple trials using the same test
166 batch materials, thinking it would save us time. Because I had rigid
167 documentation practices in place, and I reviewed project status daily, I
168 discovered the problem within 24 hours and was able to discard the
169 duplicate information.

170

171 CAFFEINE: Checks and balances, interesting!?!?

172

173

174

175 GWEN: (*off cam*) I corrected the technician privately and paired him with
176 a mentor,

177

178 CAFFEINE: Staff development

179

180 GWEN : and I also reviewed the correct testing processes with the entire
181 team and introduced additional batch notations in the documentation
182 process.

183

184 CAFFEINE: (*off cam*) Process improvement... BRAVO! BRAVO! And the
185 crowd went WILD!

186

187 SOUND: crowd roaring in the background

188

189

190 DOC: Good risk management...especially being able to catch it so
191 quickly.

192

193

194 DOC: (*off cam*) Now, describe a mistake you once made and how you
195 handled it.

196 GWEN: I'd like to think I'm a very good scientist, but are things I'd do
197 different now.

198

199 DOC: Maybe it's not a scientific mistake.

200 CAFFEINE: Maybe it was hiring that MORON bench technician in the first
201 place? The one with no concept of SCIENTIFIC PROCESS?

202

203 GWEN: Oh, I inherited the team when the first supervisor left.

204

205 CAFFEINE: So? What happens when we hire you to manage our team?
206 Are you going to risk making the same mistake?

207

208 GWEN: I DIDN'T HIRE THE GUY!!

209

210

211 CAFFEINE: And you had no idea of his capabilities when you were
212 supervising him... Hmmm.

213

214 GWEN: I should have interviewed everyone when I came on board. Learn
215 their skills. Review the processes with them to make sure we're all on the
216 same page.

217

218 DOC: *(off cam)* Now describe that in a way that will make us hire you
219 anyway.

220

221 GWEN: Right! One time, when I took over a research team, I made the
222 mistake of thinking they all understood the correct scientific processes to
223 follow, only to discover that one of them would make a mistake later.
224 Now, when I take over a team, I plan to interview every member so that I
225 know their skills and training, and review our processes with the team.

226

227 CAFFEINE: And the crowd goes WILD!

228 SOUND: *Roaring crowd in the background*

229

230 GWEN: *Ah, Thanks.... No...no. it was nothing... stop..*

231

232 CAFFEINE: Now back to THE DUDE....

233

234

235 NEIL: Huh?

236

237 CAFFEINE (sounds like Freud) Vutt would you say your greatest
238 weakness is?

239

240 NEIL: AAAGH! I don't know what to say!
241
242 CAFFEINE: Vhy do you hating your father?
243 NEIL: What?
244
245
246 CAFFEINE: Uh-huh..."Panics Easily"
247
248 NEIL: (*struggling*) No! Look, I – have no weaknesses. I'm a strong
249 candidate for uh, whatever this job is.
250
251 CAFFEINE: Ve haff vays of making you talk...
252
253 NEIL: OK! My greatest weakness is probably my lack of experience...in
254 business, that is. Naturally.
255
256
257 DOC: You're right and you're out-da-here, NEXT!
258
259 NEIL: NO! WAIT! I've been involved in some leading edge research
260 already, and what I know can help your company develop new products.
261
262 SOUND: *Cash register- Cha-Ching*
263
264 CAFFEINE: REALLY?
265
266 DOC : Pretty good, eh?
267
268 GWEN: I've got to admit, I'm sold
269
270 SOUND: Roaring crowd in the background
271 SOUND: Whistle blowing
272 CAFFEINE: (*in sports coach manner*) Very well, my boy, you hit it out of
273 the park. I like you. Maybe we'll let you play on our team. Do you have
274 any questions for us?
275
276 NEIL: Ah shucks, coach, towarn't noth'n... Can I have the job?
277
278 DOC: Don't ask that! Be serious. What do you need to know about the
279 company?

280
281 NEIL: How much do they pay?
282
283 CAFFEINE: Er...nothing, if we don't hire you. Dude, I'll give you a hint.
284 Ask questions that oh, make your interviewers believe that you actually
285 RESEARCHED the company a little...and that you like us..
286
287 DOC And remember your values...
288
289
290 CAFFEINE: Yes, remember, this is the time when YOU are interviewing
291 US. How do WE--the EMPLOYER-- fit with YOUR values and goals?
292
293 NEIL: Oh, I see, the tables are turned, huh? Ok....So.... What's your
294 market share in enzyme-assisted pharmaceuticals? Do you see your R&D
295 budget growing in that area in light of the growth in enzyme deficiency
296 diagnoses?
297
298 CAFFEINE: OOOOW ...the market share question! I like that.
299
300
301 DOC: The body language is all wrong...
302
303 CAFFEINE: OK, Here, let me help. How's this for body language?
304
305
306 DOC: (*off Cam*) be confident but respectful, like you're already part of the
307 team
308
309
310 NEIL: Yeah! Part of the team already! Whussup my man!
311
312 DOC: Don't take it too far!
313
314 NEIL: You're so picky!
315
316 CAFFEINE: He's trying to save you from YOURSELF Dude!
317
318 NEIL: (*clears his throat*) OK. So, does your culture provide opportunities
319 to collaborate across teams? What are the key qualities I need to

320 succeed? And what is YOUR competitive edge, considering your staff is
321 smaller than others in this field?
322
323 SOUND: *Roaring crowd in the background*
324
325 DOC & CAFFEINE & GWEN: Applauding wildly
326 Way to go! Now you're talking! That's it!
327
328 MUSIC: *Closing music under*
329
330
331 CAFFEINE: I wonder.
332 SOUND: tink, tink, tink, Boing!
333
334 Decaff: Hello, I'm DeCaff, what's your name? hee, hee, hee.
335
336
337
338 MUSIC UP
339
340 MUSIC OUT