

OKEVANCE · THE HIRING DESK

The Power Toolkit *for getting hired.*

What's actually in the panel's mind before you walk in — and the exact questions and statements that shift the room in your favour. From decades on the hiring side of the table.

OKEVANCE

STRATEGY · DIGITAL · MANAGEMENT

PART ONE

Power questions & power statements.

Two real tools that change who's actually in control of the room — not "ask a thoughtful question at the end" advice.

THE POWER QUESTION

"Is there anything in my background that would hinder me from getting this job?"

WHY IT WORKS

It forces a decision out of the panel, on the spot. Either they **voice a real objection** — which you can now address directly, instead of it quietly killing your chances after you've left the room — or they say **"no"** out loud, a small verbal commitment that works in your favour from that moment on.

THE POWER STATEMENT

"I'm looking for an organisation that will help me grow, where I can bring real transferable skills — is this that organisation for you?"

WHY IT WORKS

It flips who is being evaluated. You are no longer only the candidate under review — **you are now also asking them to qualify themselves to you**. That signals you have options and standards. People work harder to win over someone who isn't desperate.

REMEMBER

The panel is not a neutral computer scoring your answers. It's a person putting their own judgement on the line, carrying real fear about getting this decision wrong. Your job is to give that fear somewhere good to land.

PART TWO

What's already being scanned for.

Read into your CV and cover letter before you ever speak — whether anyone names it out loud or not.

Trustworthy "Will this person represent us well when I'm not watching?"	Resourceful "Will I have to spell out every single step?"
Loyal "Will they leave the moment we've invested in training them?"	Not a Babysitting Job "Does this person need constant hand-holding?"
Not a Yes-Person "Will they tell me the truth when something's wrong — or just agree?"	Imaginative & Creative "Can they solve the problem I haven't thought of yet?"
Effective Communicator "Will working with them be smooth, or will I be guessing what they mean?"	

PART THREE

Quick tips — CV, cover letter, the room.

- ✓ **Your CV should answer the unspoken fear, not just list the facts.** Every bullet point is a chance to quietly say "you won't have to babysit me."
- ✓ **Open your cover letter with their problem, not your biography.** Show you understand what they're actually trying to solve by hiring.
- ✓ **On a video call, treat the first 30 seconds like a handshake.** Camera at eye level, good light on your face, no scramble when you join.
- ✓ **In person, arrive early enough to be calm, not so early you're idle in the lobby creating awkwardness.** Ten minutes is the right number.
- ✓ **Never let "tell me about yourself" become a CV recital.** Tell the story of your judgement — why your path makes sense, not just what's on it.
- ✓ **Always have a real answer ready for "do you have any questions for us."** This is often the most heavily weighted moment in the entire interview.

Want this built properly around your own CV?

This is the free toolkit. The full system — CV positioning, cover letters that pre-empt the objection, mock interviews, and 1:1 coaching from decades on the hiring side — is what Okevance builds for you directly.

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