

NATIONAL STUTTERING ASSOCIATION

IF YOU *stutter*, YOU ARE NOT *alone*.



Tuesday, April 28, 2020

Webinar – When You’re the Interviewer

Job interviews are stressful for many people, especially people who stutter. As we advance in our careers, to supervisory or management roles, we may be sitting on the other side of the table, being the interviewer rather than the interviewee. That can be daunting. In this webinar, you’ll gain advice on how best manage stuttering from the other side of the table while also finding the best candidate for your organization.

(Facilitators – Haley Aguayo, Manager, Benefits & Compliance - United Nations Foundation and Pamela Mertz, Board Member/Special Projects Co-Chair - NSA)

Behind the Scenes - Chat Room Excerpt

(Typed Questions and Comments from Webinar Participants)

Jonathan:	Thank you Haley for presenting today. I'm a person who interviews people and employers. I struggle with being the person who "interviews" other people while stuttering. I actually think I submitted this topic! Thanks again!
Carl:	I think there was some discussion in the Stuttering Community page on this last week too, so it definitely is timely!

Carl:	Does anyone here manage people or a team? That's always been a fear of mine as a person who stutters; wondering if they will take me seriously/listen to what I say since I stutter.
Dana:	I do. I manage a team of 17.
Carmen:	I manage a team of 19 people.
Ryan:	Me as well. Team of 7. Hopefully we talk about it but they've all individually told me they're inspired by how I advertise my stuttering.
Carl:	Becoming comfortable with disclosing is a tool both interviewers and interviewees can benefit from.
Carl:	Ryan - that's awesome. Good to hear that your team looks up to you as a leader and trusts you!
Dana:	Ryan - I have been told that as well. I am inspiring that I own my stutter.
Joseph:	Hi, everyone. I recognize some of your faces but I don't know the majority of you. I would welcome getting to know you all better. I'm glad I was able to join this webinar.
Adam:	Those [NSA] conferences are like church – so inspiring!
Joseph:	Yes, Sir. They sure are.
Marcus:	Hello Everyone this is my first time attending and looking forward to gaining more information.
Jonathan:	From my experience, the way I talk to a group of people becomes the norm for people around me. It does take people to get used to, but they become comfortable with my stutter and as a result I become more comfortable. They will respect your honestly above fluent speech. A good leader is a good motivator and, understanding, it has nothing to do with fluent speech.
Dana:	Agreed, Jonathan!! Great way to put it
Joseph:	Hi, Marcus. Nice to meet you. Excellent point Johnathan!
Carl:	That's a really good perspective, Jonathan! I've found that when I'm more open with people about my stutter, it gives me confidence to be myself fully and helps me to connect better with people because they see that I'm "open."
Jonathan:	Thanks Carl, it's been a long road for me and for us all.
Carl:	Preaching to the choir, my friend!
Nakia:	I agree with Carl. If I tell folks, I'm more relaxed and don't change my words.

Carl:	I'm really grateful for Haley's HR experience and perspective. She helped me to prepare for a job interview that I had a few months ago by looking at my resume and comparing it to the job description for a few roles I was applying for. She made some recommendations on how to fine tune some things... and I got the job! :)
Adam:	The gang at my workplace should watch this for stuttering awareness!!!
Jill:	Thanks everyone for a great 1st session. I must leave for a meeting but I look forward to the recording.
Carl:	Adam - there are plenty of past webinars on the NSA's website as well if you want to go back and check them out!
Joseph; Jonathan:	Congrats Carl!
Carl:	Thanks! It was a long process, but it's always nice to get a different perspective from someone who "gets it."
Joseph:	Yes, I struggled with some interviews in the past but tried to just be myself and be open about it and it worked out pretty much every time.
Carl:	Check out the NSA's We Stutter @ Work resources available for past webinars, career profiles from people who stutter, and also an opportunity to mock interview.
Jonathan:	Yeah, you're right Carl! After 13 interviews across the state I was tired of talking and stuttering! :) I'm glad you didn't give up!
Ryan:	Thanks Pam and Haley! I have to run because I'm actually interviewing someone but I'll look for the recording to see the end and Q&A!
Mike:	Thanks to everyone for participating here! I'm a dentist and owner of five practices.
Carl:	My dad used to tell me "everyone has *something* they are dealing with... yours just happens to be more open, but you can't let that stop you." I've always valued that advice.
Dana:	Great advice!
Mike:	I totally agree with what your Dad said Carl.
Carl:	Thanks Pam and Haley for presenting today! I appreciate your perspectives - take care :)
JJ:	You're the best. Needed this refresher.
Adam:	Great stuff!!!!

Colleen:	Excellent webinar! Thank you all for your insight and honesty. Stay healthy!
Michelle:	I learned a lot and was super inspired! Thank you, everyone! I look forward to the transcript.
Mike:	Great job here Haley and Pam. Thanks for doing it!
Michelle; Nakia; Maria:	Thank you!

See Link to interview tools and questions:

<https://www.shrm.org/resourcesandtools/tools-and-samples/interview-questions/pages/default.aspx> and <https://www.thebalancecareers.com/job-interview-questions-that-are-illegal-1918488>

See also, Link to all archived WeStutter@Work Career Success Webinars: <https://westutter.org/careersuccess/webinars>