

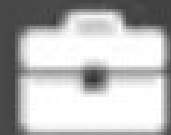
# INTERNSHIP INTERVIEW FLOW

*by Sau Pheng*

# 八步成招



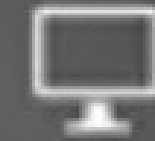
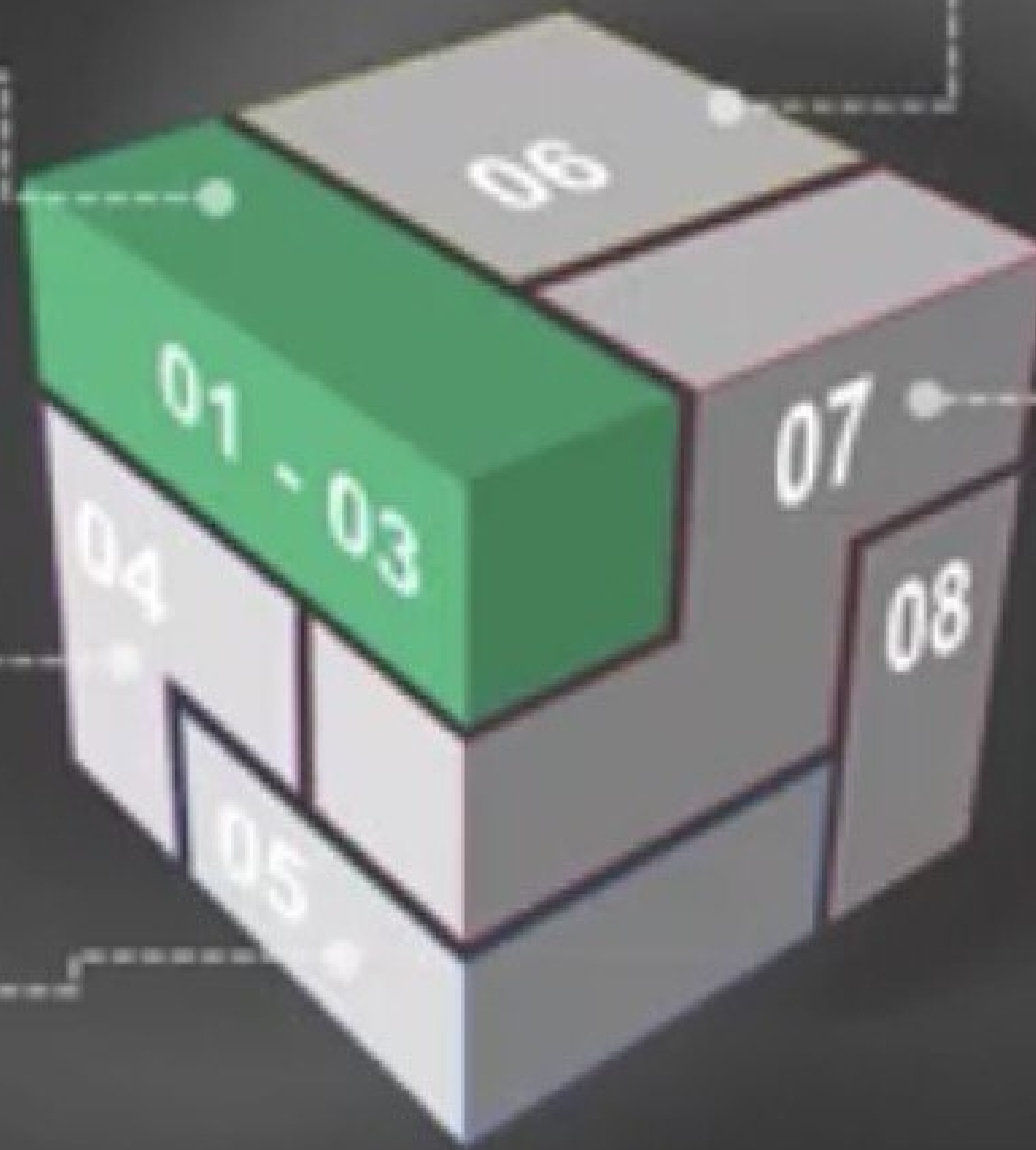
1. 了解对方
2. 三个因素
3. 三条问题



4. 三个改变



5. 话说有人说你很适合做保险吗?



6. 大力表扬



7. 分享见证

photo source: Wave Chow

# 1. 了解对方（三条问题）

## *Self Introduction*

- 1** What activities have you done in University?  
What makes you proud of yourself through these activities?
- 2** What part-time job have you done before?  
What makes you feel proud of yourself through the job?
- 3** Why did you choose this course?  
(Influenced by friends/parents/self interest/strength?)
- 4** Look at their hobby - ask them to elaborate if special



photo source: Wave Chow

## 2. 三个元素~推因，拉因，考虑

*Why did you choose insurance industry?*

- 1 Tell me more about your understanding of insurance products
- 2 Career Wise Prospect

## *Why did you choose LPA?*

**1** How many companies have you interviewed at?

**2** Did you check out our LPA Team FB?  
If yes, please elaborate how you think of us.



*What do you expect out of  
this internship?*



*\*Elaborate how our internship can help them.*  
(if necessary or candidates are unclear.)\*



Tell the programs in poster  
(highlight must take exam  
& become insurance advisor)

Share LPA mission,  
vision & culture





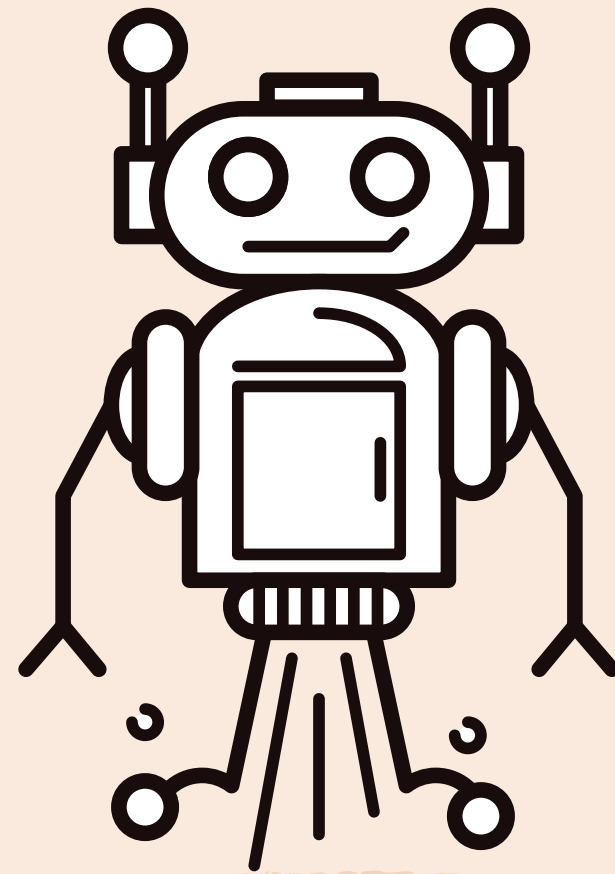
### 3. 三条问题



photo source: Wave Chow

这三个问题，  
是builder要问自己的。  
是builder对candidate的要求。  
从了解candidate, 然后再对校自己的要求。

## 4. 三个改变 ~行业强心针



### *Brief about AI*

What kind of work cannot replace AI?

# 防备Objections

防备 *candidate* 以为保险跟他们 *course* 毫无关系/没有帮助

1

Entrepreneur VS Employee

2

Planting the Mindset before you step out

3

Quote Story:

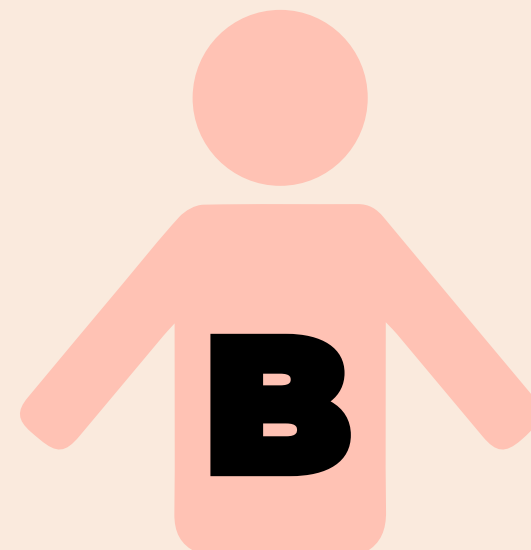
If they intern with our company, their CV will be very different from other people.

Who will have a better chance to get a job?



- Overseas University
- Better result
- Normal internship

VS



- Local University
- Normal result
- Intern in proactive entrepreneur selling & leadership skill

## 5. 话说有人说你很适合做保险吗？



如果 *candidate* 不适合, *stop here*.

如果适合就 *Elaborate DISC*:

- 强调 *candidate* 的 *DISC* 是适合做保险的人才

## 6. 大力表扬

-表扬candidate是非常适合做sales&marketing的工作

I feel that you are a suitable candidate for our internship, because you are active, like to communicate/aggressive/have network/like to help people/have confidence/have big dream and direction according to your DISC result as extra support.



**WE WANT YOU!**



## 7. 分享见证

分享自己入行前后的故事  
要说成跟他的推因很相似，拿到他的共鸣

他的故事，就是我的故事  
否则的话，他在就好像在看电视剧







photo source: Wave Chow

1. 推因要和candidate 很相似，制造共鸣 - 给example (很穷、很自卑、内向、没目标)

2. 追求所要追求的东西，要跟candidate synchronized to build rapport

3. 入行遇到的阻碍，我们如何去看这个考虑，怎么去看这个考虑

4. Why am I in this career? Why is this career meaningful to me?

- Quote story: Monk and Beggar story

5. 入行前后强烈的明显对比,比如变得有自信、有人脉、很正面、有目标、经济独立、快速完成梦想



## 以退为进： 我们也要考虑他

I will note down and go through a meeting with the team to finalise if you been chosen among other interns.

1

You will be informed after 3 Days if you have been chosen.

2

Highlight - Even if we have accepted you, we will also terminate you if you have discipline/bad attitude issues.

THANK YOU!