



Where do you see yourself in 5 years time?

Do you have a crystal ball?

Why are they asking me this question? I could be run over by a bus anytime soon, how do I know what I will be doing in a years time, let alone five!!!

It's not a question that you should fear, yet, it scares the hell out of some people. This is because there is a danger of waffling, a danger of saying the wrong thing or not prepared enough.

So, why do Interviewers ask this question? It's extremely common so you should know it might come up.

- 1) They are looking to see if you are a good fit for their long term plans.
- 2) They want to see what your aspirations are within the role.
- 3) They want to know if you've thought about the position, the company and the role.
- 4) It costs a lot to recruit and train someone so they are looking for the right person that would be worth investing in.

Nothing knew in what an employer wants to find out. Not a question to be scared of.

What should I think about?

One thing to be is honest.

Say it's a job stacking shelves in a supermarket, you're not exactly going to respond with "It's my passion, I love getting up in the morning and filling shelves so customers get what they want and it's a role I see myself doing in the next five years". Employers are level headed enough to know that you probably don't want to do this forever.

Responding by detailing your 5 to 10 year plan, year by year will probably bore the interviewer.

Lets face it, we can't predict the future. Employers are aware of this. They're simply looking for an indication of whether or not they can count on you to take your job seriously and stick around for a while.

Preparation is key and what you need to think about is the word Investment. Investment is a two way thing. They are going to invest in you and you are going to invest in them. When people invest they want the investment to pay off.

Think of what you are going to say and ask this question on your phone and record the answer. Look at yourself in a mirror and do the same.

Examples of what you might want to say:

“I’d like to use what I have learnt in my current xxxx position to grow as both a professional and leader. Over the coming years, I see myself taking on larger responsibilities and, eventually, move into an opportunity to manage people. I’ve been fortunate to work with some great managers in the past, take those learnings, and would love to be that person who manages people in the future.”

The above shows to the employer that you would take the role seriously and you would like to grow.

You might want to add the following “I really want to learn not only with the company but also outside of work and I am planning to take further education with a degree in xxxxx (or courses in xxxx) that will contribute to mine and the companies growth.”

You are now showing that you want to learn and grow. You will do things outside of the company in your own time that will benefit yourself and them. This would come across as a big win.

If growth is important to you then stipulate that long term plan. Some interviewers will ask about “10 years”. You could add that you “plan to learn another language as well that would benefit the overseas market as well as the courses and see this as achievable in the next several years”.

It looks like you would stay around, develop and grow and contribute to the company –another big win!



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