Hello and welcome to Get a Six Figure Job You Love. I just wanted to let you know before we start the episode that I have something that might help you if you're job interviewing right now. It's called Offer Accepted. It's where I break down the offer that I just landed in June, 2026, where I break down every question I was asked, every question I asked them, all of my answers, all of my thoughts. All of my concepts, all of my thought processes behind what I said, how I said it down to the small talk in the room. And if you'd like to get your hands on that, it's $97. You can grab it in the show notes. We will have a link there for you. If you are going on a job interview soon, I recommend you take this opportunity to see what a successful process actually looks like before you go into another one without knowing. what you might have been doing wrong in the past once. Link in the show notes. Hello and welcome to the Get a Six Figure Job You Love and Thrive podcast. This is Natalie Fisher and today my voice might sound a little bit raspy. I didn't even know until I started talking because it's first thing in the morning and that's how I sound. So today we're going to talk about interview agility. It's one of the newsletters I wrote that went to the top of my top performing posts and I'm using this as data to show me that people want to know. more about it or people were interested in this concept, people were clicking on this concept. So as you'll see, I'm always kind of looking at what's working and using it as a signal as to what to do more of. There's a lesson right there. So I'm on LinkedIn. If you don't follow me on LinkedIn, come on over. I'm posting. I've got a newsletter. Subscribe to my newsletter. I'm posting quite frequently things that are very, very helpful and tangible for you to apply right now for where you're trying to get to. And With this concept of interview agility, I posted about it and I got a lot of people looking at it. So I don't get super high engagement on LinkedIn all the time. Sometimes I get something that goes viral. Sometimes most of the time I get like maybe 10 to 15 to 20 engagements on my posts, but the impressions really tell me a lot. So a lot of people are lurking. A lot of people are looking at my posts and newsletters, but they're not commenting or engaging. And that's something that's another little lesson for you to if you are uh posting on LinkedIn, you want to build a personal brand. I know a lot of my clients are posting and building their personal brands. Just remember that because you didn't get a lot of engagement, it doesn't mean that people are not reading. It doesn't mean that people are not lurking and watching. And the majority of the time from my whole career doing this for 12 years, I'm pretty sure I've been posting on LinkedIn for I don't know if I've been posting consistently for 12 years, but the fact that I've been doing this for so long, I got a lot of data points and they will tell me that the people who are actually serious, the people who want to come work with me, the people who end up in my community, the people who I work one on one with, they are not necessarily the people who engaged on my post. Usually they are not. Usually they're the people who were just silently reading, minding their own business, just in the background. I would have never known about them. I would have never met them. but they resonated with something I wrote and they read it and maybe they read something else and they read something else. So the impressions tell me a lot. It tells me people are clicking and reading, but not necessarily engaging and I'm completely fine with that. So I know that I'm doing my job, which is putting out what I need to put out to, that I believe will help people. So interview agility. Interview agility is a concept that talks about, I made this up, it's a concept that talks about how to kind of not just think on the spot, but be the person who knows you're the person who when something gets thrown at you, you don't feel intimidated or freaked out. You get curious and then from that curiosity, you spark a response. And the response that comes from

curiosity is going to be so much better than the response that comes from panic or the, shit, I don't know this or the... The response that comes from somebody who thinks that they are being cornered or put on the spot or judged or you know, all those things that we think in interviews. So I'm going to break it down for you. So when we have an interview and I have a lot of people, have clients that come to me and that they have different kind of symptoms that they present with. So one of my clients might say, I freeze up. So when I get in there and I get asked the question that I don't know, I freeze up. My brain doesn't know what to say. Another client might say, they might have a different problem, they might say, well, when I get in there and I get asked the question that I don't know, I um ramble. I start just going on. I don't really know how to answer it. So I'm just kind of filling the space. I'm just kind of talking. I don't really know where I'm going with it until I kind of talk myself into the point that I'm trying to make. So one of my clients said that he's like, I prepare really well. Like I don't have a preparation issue at all, but what happens to me is I have lots of examples. The challenge is when a question is framed in a certain way that I'm not expecting, then I have trouble organizing my thoughts in the room in that moment to figuring out which part of the example is most relevant or what's the thing I'm supposed to move, like lead with. And then I end up kind of confusing myself and building up to an answer instead of leading with. the point and then supporting it. So this is something that some people are already aware of. Like if they are doing a lot of interviews, they might be like, I can see that this is a problem I'm having. If you're freezing up, you might just know that you're freezing up. You might not know why or what's going on in your brain. Because when you leave, you might be like, oh, well, of course I knew the answer to that. I could have said this or I needed to say this. Right. But it's in that high pressure moment when your brain kind of goes offline and is like, oh, I don't know. I don't know. Like, um. And it's special kind of mental block that you feel like you have, right? So when people are thinking about the problem in this way, they're going in and experiencing the problem, then what they often think the solution is, is that they need to prepare more. They might think, oh, well, I need to prepare more. And the problem with that is that you're always going to get something that you didn't know, right? Like that you didn't... um expect. Like they're going to frame the question in a way that you didn't expect. They're going to maybe they're even asking the same question but in a different way like the way that is worded. And I have inside my program I interviewed hiring managers who hire at scale. They interview they've interviewed hundreds of people in their career and they tell me all their little ways of like the tricks that they do and like how they ask the questions. And it's like the questions themselves are not trick questions but the way that they ask them. are meant to kind of throw the person off and they want to see how this person is going to respond. So the solution people think is usually preparing more. Like usually preparing more or they might think to themselves, well, I just don't, I'm just not good at interviewing and I'm just going to be screwed because I'm just not good at it. I just don't know. This just happens to me. I just freeze up. I just ramble on. And that's kind of a, um, a fixed mindset way of thinking. instead of a growth mindset because a growth mindset would say, okay, I'm realizing I'm having this symptom or this thing is the result of my thoughts and feelings. This is how I'm behaving. Let's work to get curious on how I can fix this or solve this or get to the result I want, which is ultimately communicating really clearly what I do have to offer. So what they do to try to solve it is usually prepare more or Maybe get frustrated and maybe avoid interviews altogether. Some people will be like, well, I don't want to go because it just means

that I'm going to fail again. Right. And maybe that's you. I don't know. And so the results that this creates is a vicious cycle. It's like a, uh you know, a dog chasing its tail. just always it's going to keep happening. Right. Until you look at the root of the problem. So the actual problem is it comes back to the model. the actual problem is your thought, your thought. So if you listen to some of my previous podcasts where I talk about the circumstance thought, feeling, action, result, you are having a thought, a subconscious thought, maybe you're aware, maybe you're not aware, that is causing you to feel however it is you feel in that moment when you get that question or you get something unexpected. And then it's causing you to react, respond in a certain way. And it's And as long as you keep reacting and responding in the same way and having the same feeling every time it happens, that means that you haven't changed your model. The model is repeating and that model is not getting you the result that you want. So let's say somebody's freezing in an interview and they come to me and their thought is, I just freeze in an interview. I just freeze every time, right? So their thought is that they are a person who does that, that they have just... self-identified as a person who freezes when they get a question that is outside of their comfort zone, right? They just freeze. Their feeling is probably panic, anxiety, fear, something like that. And then their action is that they freeze again. They just keep repeating the same pattern. And then the result is that they don't give themselves a chance to become a person who doesn't freeze. Like they don't give themselves a chance to think new thoughts or think in a new way where they might not freeze, right? So it's come down to that. So the actual problem is the thought that you're thinking or the series of thoughts that you're thinking. And I know people always wanna say to me about this, they're like, but I do freeze, that's fact. Like that's what I do, right? And my response to that would be, you only do that because you've told yourself now that you do that. But there was a time when you didn't do that because you never had. the experience yet, right? There was a time when you had never had an interview and you'd never done that before. There was a first time you did it and your brain made that first time mean, or maybe that first and second, if you've done it more than once, made it mean that now that's what's gonna happen, right? It's just decided past equals future. And that is a decision that you unconsciously made because it doesn't need to and it doesn't, right? Things do change, things can change in a heartbeat. Things always change. ah Everything is temporary. And we seem to perpetuate the things that we don't want the most because we continue to believe a thought that we don't want to believe. And we're just not aware of that thought. It's a sticky thought. We can't seem to stop believing it. We keep insisting it's true. Yet it doesn't serve us in the end. It doesn't give us the result we want. So the actual problem is the thought, right? So I thought I will share some of my thoughts that make me interview Agile. because there's thoughts that make you interview rigid. Okay. And I'll share some of those as well. interview rigid thoughts. I'm not good at interviewing. I freeze up when I get asked a question I don't know. They always ask questions that I'm not expecting. um I always ramble when I'm asked a question. um Anything that is about you that isn't You see where I'm going with this, right? Anything that is about you that isn't positive, right? Like isn't complementary of you, isn't helpful. Like we can see how these... And if you think about it, if every thought you put in the model, so you put the thought, the thought always ends up in the result line. So remember, circumstance, thought, feeling, action, result. Every thought that you think, it's going to somehow, not everyone, but the ones you think repeatedly and a lot, they're going to end up somehow in the result line. So... If you just do that math really quickly, if you

think, okay, well, if I keep thinking I'm no good at interviewing, the result is gonna, is the result gonna be that you get better? Probably not, right? I mean, you might think that you would work to get better, but if your brain just believes you're no good at it, and even if you try, even if you prepare and do all the things you think you're supposed to, your brain will be like, yeah, but you're no good at it. So it doesn't matter that you do all those things because you're no good at it, right? So that's... thought has to change, right? And it could be as simple as I'm learning to interview. That's a skill that I haven't built yet and I need to build it. And there's a lot of nuanced things that happen in interviews that I can handle. Can I handle a conversation where I don't know what the person's going to say? Like if you're having a conversation with a friend, can you handle not knowing what they're going to ask you? Yes, because you wouldn't be under pressure. You're not putting yourself under that pressure. Like if a friend asks you a question and they genuinely just want to know your opinion and they're like, hmm, what do you think would happen if you, you know, tried doing something that way and you weren't under pressure, you weren't like, oh my God, they're going to think I'm incapable if I don't answer this correctly. Instead, you just thought, I don't know, actually, I think this or I think that. Right. Like if you literally looked at it like you weren't under pressure, nobody was judging you. There wasn't anything to be like there wasn't anything on the line. and you just answer the question, you would come up with a better quality answer than if you were thinking, oh my God, if I don't answer this right, they're going to hate me. I'm going to lose my friend. There's not going to be any food for me. I'm going to like just the things that we associate with interviews, the high pressure situation is what makes us terrible at interviewing. It's not that we are. thoughts, thoughts. So I talked about the thoughts that were interview rigid. So the interview. Agile thoughts would be things like, I'm genuinely curious whether or not I want this job or not. I'm genuinely curious as to whether or not I can solve these problems. I'm genuinely curious as to whether or not I am going to be the person who can do this. And if I'm not, that's okay. Like I'm not attached to it either way. just, I'm genuinely curious. So it just comes to, for me, it really comes down to genuine curiosity, right? And not trying to prove anything. Don't care what they think of me. I'm just being my best self. So in my most recent interview, some of the thoughts that I had. And I remember thinking in the room, I remember answering, watching myself answer, having the thought, oh, I hope this is like, I hope this is what they're looking for. And then immediately correcting to, I don't care, this is a damn good answer. I was just like, this is good. And I just kept telling myself that, because I saw my brain going to like, oh, is this right? Like, this is what they want to hear? Is this right for this room? And then I thought, I don't care, this is really good. And I was so confident in my own answers that I came back to that and then they felt that confidence they felt because I was I was in this state of like I don't I really don't care like one way or the other if you think this is a good answer I know it's a good answer and and and that's one of the vibes that I was conveying in the in the interview and They they feel that right they feel that they're there They will feel and pick up on it if you are looking for their approval, right? if you are hoping that they approve of you, if you're looking at their faces, like wanting them to approve and being like, oh, is this good enough? Like it's a feeling. So more interview agile thoughts. I'm genuinely curious what they're going to ask. Not in like a I'm scared kind of way, but like, hmm, I wonder how they're going to construct this interview. I wonder how they decided what it was they were going to ask. I really wonder what it is that they want. What is their dream come true? Like, what is it that they, how will they know? And this led

me to ask the questions that I asked. So I asked three questions. One was, what is the most challenging thing about this position, assuming the person is qualified and competent? I asked, how will you know that you hired the right person? And then at the end, I asked, And do you like about working here? What do you love about it? And that sparked a really fun conversation that had them talking for longer than they had planned to be talking. So that that works really well, by the way, I've done that several times. You in the beginning, you want to ask some questions that are that are going to give you information. So kind of give you ammunition to to put into your answers and speak to those answers. speak to what they're saying and that's where the what's the most challenging part comes from and how will you know you hired the right person. I changed this question slightly it used to be what would blow your mind in the next six months of this person being hired but I changed it in this case to how will you know you hired the right person it's basically the same question said a little differently so I asked those ones in the beginning and then at the end I asked my fun question to kind of you know the the idea was to get them talking, get some clarity on who they were as people, not just who they were as interviewers. So that's why the question was intentionally personal. And you could just see them light up and be like, oh yeah, I like this and I like this and this is really fun. So it was really good. So all that stuff, it came from genuine curiosity. And then when they would ask me a question, that I didn't know, like I didn't know anything about the software that they use. I have never used it before. I did not feel like I needed to go out and get a certification in it before I interviewed. I just said, yeah, no, I don't know that software. I've never used it before. I said, what I do know is this other software that I've used. And from what I understand, what that software does and its purpose is this, this and this. And they nodded and they said yes. And I, and that was good enough. And that was, it's not in just what you say. It is the way you answer. It is your tone. It is how you feel when you answer. Like when I said to him point blank and I looked him in the eye and I said, I do not have any experience with that whatsoever. What I do have is this. And what I do understand is this. And it was like confidently saying, yeah, I don't know that. Right. And it depends because in some cases I might have gone differently about that answer. um In this case, had Comparable experience and I had an understanding of what it did and what the purpose of it was So that's what I shared in other situations if I had nothing if I had none of that I might say yeah No, I don't have that at all what I have is and then I might have said something deeper like I have like a strategic ability to Analyze a problem that will lead you to your result in the future Which and then I might give an example of how I've done something like that. So it was reading know what was necessary in that moment for that question. And that comes from genuine curiosity as well. I'm like, okay, how important is this really? And to me it's always like it's a minor factor. I know that because I've seen so many people get hired without the software experience or skills because you could always train someone really easily on that. You probably would have to train them on it anyway. So it's definitely always going to come from a genuine curiosity. So wrapping it up here because I got a coaching call in a few minutes. The problem that you actually think it is is not the problem that you actually think it is. So a lot of people think it's just the truth that is their problem, they're dealing with it. That is a fixed mindset. You can change the rambling, you can change the freezing, you can change whatever it is you're doing in the interview to for you to respond differently. You can change that. You need to change your thoughts, then you can change your feelings, then you can change your actions, your action being what you end up saying, what

comes out of your mouth. And then how you feel when you're in the whole situation. So that's the actual solution is changing your thinking. And that works better because then you don't have to fight against something that you don't want to be. Like you don't want to be someone who phrases in interviews. You don't want to be someone who rambles in interviews. Change your thoughts to someone who doesn't. So I'm trying to give you all the thoughts of somebody who doesn't ramble in interviews, someone who doesn't phrase up. someone who when they gets a question is genuinely excited to answer it and I get the question and I think, oh, that's a good one. I can't wait to answer it. And I kind of sit in my chair, kind of enjoying that little moment for a second and being like, I get to answer this question now. So good. And so I'm hoping that me giving you my thoughts, my feelings, my actions and being able to share that I got this result very recently in the last month here, landing a job that I wanted to get. is going to give you the confidence that you can also do it. Now, sometimes people can't do it right away. You need bridge thoughts. Bridge thoughts are like, you can't jump from like, I never freeze in interviews. I speak perfectly eloquently from the old thought, which was, always freeze. This always happens to me. This is just what I do. You can think thoughts like, I'm learning to articulate better. I'm practicing. Like, you can get someone to give you unexpected questions and see how your brain is responding, right? Like there's all these things you can do. And when you build that skill, you will make money. Like interviewing is the biggest money making skill short of the sales are going to learn to, you know, run your own business and have more of an option to make more money. Like a lot of people take that route. That's great. It's all going to start with learning how to train your thinking, feeling and behaving. And that is all going to start by you realizing what you're thinking in the first place. So that works much better. looking at your thoughts, feelings and actions. It's called for short, it's a model, but it's also called the think, feel, act cycle. And if you are thinking, feeling and acting in a way that is causing you to behave in a way you don't want or you don't like or is not getting the results you want, you need to look at what's happening there. So when you change the thought, feeling, action to become somebody who is agile in interviews, someone who can move around, someone who can be like, oh yeah, that's a good question, oh yeah. In one situation in the interview I said, I said, I'm going to come back to that one. I don't have an example right at this moment, but we'll come back to that one. And they said, yep, no problem. And at the end I did come back to it and that's totally fine too. So that creates the better results. The reason why is because it's not a one-time thing. You can rewire that over time to be the person who who is excited about interviews, who really wants to go. And if you don't believe me, think of a time when you hated something and now you like it. Maybe you hated walking and then you did a lot of it and now you enjoy it. um Something that you weren't good at in the beginning. It's usually the things we don't like that we're not so good at or the things that we struggle with that we don't like. Think of something in your life that you had that you didn't like and now you love or now you're good at, right? Because you put in the effort, right? And I'm telling you. The skill of interviewing is the thing that is going to be so worth it, so worth it for you to master. Because it is basically low key sales. It's sales. You're selling yourself. But I don't like to make it feel like that. I'm just doing it in a way that feels really good to me. So I really, really enjoy it. And as I tell people, I would interview for a living if that was a job. OK, I've got to jump on my coaching call. I'll talk to you next week.