

CISOs are **expected** to drive their own onboarding.



That starts with the **interview!**

The “Stages” of the CISO Interview

Understanding what is happening on ‘their’ side during each stage of the interview process, will enable you to better perform and present yourself.



The first interview

You found out about the job
They found out about you
They said, ooh, we should know more about them
There were some emails and a meeting was scheduled
How long & with who?



The first “real” interview

You didn’t mess up & there were no glaring red flags
You’ll be meeting someone whose opinion will matter
How soon is this meeting? And who is it with? And what are the subsequent steps?



Let’s go decision

After many other discussions, you’re both at “should we?”
You have a sense of what you’re walking into and it excites you.
They think you would fit in and be better than the other candidates that they met.
What questions do you still have?



Negotiation & Onboard

If you’re at this stage – congrats!
Is it what you expected?

What They Know About the CISO Role May Surprise You



Did they have one before?



What are they reading?



Who do they talk to?



What could they expect?

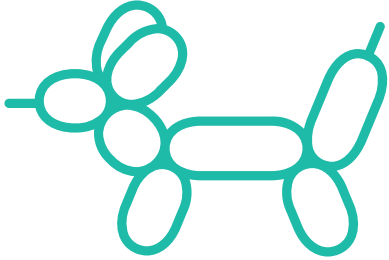


Find out what they know!

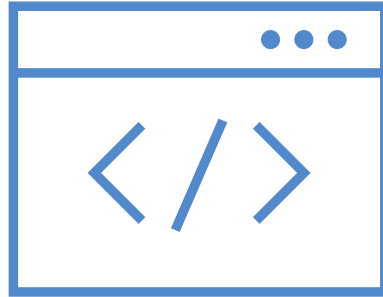
What They're Looking For

- 1 It's **easy** to work with you
- 2 You know how to **get things done**, in their environment
- 3 You **won't embarrass** or cause harm
- 4 You'll **represent** the brand and company
- 5 You'll **deliver** measurable progress

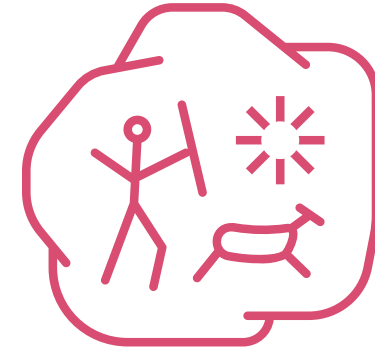
The Awkward Truths no one Tells You About CISO Interviews



You explain to THEM what you'll do and how



Sometimes you need to answer a slightly different question



They only know what you tell them and what you show them

You'll Progress If

You evidence that you're 'qualified' for the job that they need in their current environment.

Demonstrating these 3 elements will likely result in your progression...



You understand
them



You're likeable
(and fit in)



They can
imagine you as
a colleague