

## THE FORMULA: GNC FORMULA

## G - GRATITUDE

What did you genuinely gain or value in your current role? Start here -- tone is critical.

## N - NEXT STEP

What are you ready for now that your current role cannot offer? Frame as forward growth, not escape.

## C - CONNECTION

Why is THIS company the right next step? Be specific about what they offer.

## KEY PHRASES

<b>I am very grateful for the experience I gained at...</b>	Я дуже вдячний за досвід, здобутий в...
<b>I feel I have grown as much as I can in my current role...</b>	Я відчуваю, що виріс настільки, наскільки міг на цій посаді...
<b>I am looking for a role with broader scope...</b>	Я шукаю посаду з ширшими можливостями...
<b>The company is going through a restructuring, so I am exploring new opportunities.</b>	Компанія проходить реструктуризацію, тому я розглядаю нові можливості.
<b>I am ready for the next challenge, specifically...</b>	Я готовий до наступного виклику, а саме...
<b>What drew me to this role specifically is...</b>	Що привернуло мене саме до цієї посади...

## INTERVIEW CRIMES: WHAT NOT TO SAY

**x "My manager is a micromanager and the culture is toxic and nobody is happy."**

Badmouthing raises a question: what will you say about us when you leave in a year?

**x "Honestly, I just need a better salary. My current pay does not reflect my experience."**

Leads with money. Shows you will leave again the moment someone offers 5% more.

**x "I am just bored. There is nothing interesting happening anymore."**

Sounds passive. Frame it as what you want to CREATE next, not what is missing now.

**x "To be honest, I got fired. It was a misunderstanding but management did not want to hear my side."**

Even if true, blaming others immediately is a red flag. Own it briefly and move forward.

## TIPS

- + NEVER badmouth your current employer -- even if every word is true.
- + Always shift from "running away from" to "moving towards".
- + Keep your answer short: 30-45 seconds. Longer sounds defensive.
- + Avoid leading with salary -- it signals you will leave again the moment someone pays more.
- + Prepare this answer carefully -- it is one of the most common interview questions.

