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Anyone who has ever sat in the painfully uncomfortable job applicant's seat knows there are a few simple rules that accompany a successful interview: be on time, dress the part, research the employer, ask questions and avoid taking a combative approach.

When Jill McCormick found herself interviewing at Santa Rosa Junior College (Calif.) for a job that included the head coaching position of the women's water polo team and both the men's and women's swimming teams, she followed all of the typical interview protocols to a tee—except maybe that last one.

“The vice president of the college at the time asked me, ‘What challenges do you face as a woman coaching men's swimming?’” McCormick recalled. “So, I just said, ‘Well, first of all, I hope you ask every male who applies to coach women here that same question.’”



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