

# *Interview Academy Day Two*

Behavioral Interviews



February 12, 2019

# *Agenda*

Overview

How to Prepare

Frequently Asked Questions

Etiquette, Tips, and Tricks

# Behavioral Interviews

## What is a behavioral interview?

Typically 30-60 minutes

Questions related to you as a person

The next step after resume review in the hiring process

Can be in-person or digital

Conducted by HR or a current employee

## What are interviewers looking for?

Professionalism

Confidence & Capability

Organizational Fit

Interest

Personality

**\*Someone they'd like to work with\***

# Preparing for a Behavioral

Schedule a mock for at least 2 days before the interview



Research the company values and interview process (Glassdoor & upperclassmen), and the position for which you are interviewing



Practice your answers to frequently asked behavioral questions



Day of: Review any notes provided by the interviewer (dress code, resume, etc.)

# FAQ's for Behavioral

## Personality

**Tell me about yourself.**

Tell me about how you worked effectively under pressure.

Give an example of a goal you reached and tell me how you achieved it.

Give an example of how you worked on a team.

Share an example of how you were able to motivate others.

## Qualifications

**Tell me about yourself.**

Walk me through your resume.

Tell me about a time you failed. How did you deal with the situation?

Describe a long-term project that you managed. What measures did you take to ensure successful completion?

## Organizational Fit

**Tell me about yourself.**

Describe the work environment or culture in which you are most productive and happy.

What role do you typically play on a team? What role do you see yourself playing at \_\_\_\_\_?

What are your two biggest strengths? Your two biggest weaknesses?

Why do you want to work for \_\_\_\_\_?

# How to Answer Behavioral



## Things to Keep in Mind

**Time** - Don't take too long to answer any one question. Be concise

**Accuracy** - Make sure you actually answer the question. Stay on track with your responses.

**Professionalism** - Avoid using colloquial language or anecdotes. Maintain your demeanor.

# Do's and Don't's

## Do

Be genuine

Vary your responses

Ask for contact information for a thank you

Show enthusiasm

## Don't

Stretch the truth

Go on tangents

Ask about salaries, benefits, etc.

Cut off the interviewer

# Asking Questions

## Guidelines

- **Show you've done your research**
  - Ask specific questions
  - Don't ask questions you could google
- **Showcase your interest in doing the job well**
  - Ask questions related to excelling
- **Show your interest in the company**

## Examples

- **What do you think are the most important qualities for someone to excel in this role?**
- **What are the biggest opportunities facing the company/department right now? How does my position relate to seizing those opportunities?**
- **What are the next steps in the interview process?**



# *Questions*

**MG**  
**MANAGEMENT**  
CONSULTING GROUP