

# INTERVIEWING AT LSEG:

Advice for candidates

## CONGRATULATIONS ON REACHING THIS STAGE OF THE RECRUITMENT PROCESS!

We want you to perform at your best, so below you'll find some advice to help you prepare for your interview with us. This is a two-way process and as much an opportunity for us to get to know you, as it is for you to find out about us too.



## OVERVIEW OF THE SELECTION PROCESS

You have already passed the application and screening stages of our process. So, what's next? As part of our selection process, you'll be asked to take part in a series of interviews – the number will vary depending on the role, seniority, and geography. Typically, you can expect between one to three interviews.

For some of our roles, you may also be asked to complete an assessment, for example, this could be a cognitive ability test, language, or technical test. You will only be asked to complete a test if it is directly relevant to the role, such as a coding test for a technology role.

## ADVICE ON PREPARING FOR YOUR INTERVIEW(S)

- Please read all the attachments in your interview invite – these will be really helpful when preparing for your interview.
- Check the details of your interview and what format the interview will be in:
  - In person: please arrive at the office 15 minutes before your interview and check in at reception (you will need to bring some photo ID).
  - Teams/Phone: please join the meeting on time - see below for further tips on virtual interviews.
- Please ensure you dress appropriately for your interview. Our dress code is business casual – less formal than traditional business wear but is still intended to give a professional and business-like impression.
- The interview will last for up to 1 hour.
- You may meet with more than 1 interviewer in the recruitment process, as we appreciate diversity of thought. Your recruiter will confirm the interview schedule with you in advance.
- After your interview, you should expect to hear the outcome typically within two weeks (as often there are other candidates in the process). If you would like feedback, please contact your recruiter.

# WHAT TO EXPECT

- You may be asked what interests you about the role, your skills, values and capabilities
- We use behavioural questions to really get to know you – below is an overview of the different types of questions you may be asked:

## COMPETENCY-BASED

These questions focus on your past experience and require you to talk through what happened in a specific situation.

Example:

Tell me about a time when you worked as part of a team to deliver a project.

- What was your contribution?
- How did you manage differing viewpoints?
- What was the outcome?

## STRENGTHS-BASED

These questions focus on your natural strengths, what you enjoy doing and are most proud of.

Example:

Which of your strengths help you to collaborate well with others?

- What do you enjoy most about working on group projects?

## SCENARIO-BASED

These questions present a real life work-based situation and ask how you would respond when faced with the situation.

Example:

Imagine you were working on a group project and found that one of your colleagues regularly had a different opinion to you. How would you handle this?

- What approach would you take?

# WHAT WE'RE LOOKING FOR

We value diversity of thought and are keen to meet people who have:

**Motivation and career aspirations that align with our growth ambitions.**



**Capability and skills to do the job.**



**Agility to thrive in ambiguity and cut through complexity.**



**Values and behaviours to be successful in our culture.**



# PRACTICAL PREPARATION FOR VIRTUAL INTERVIEWS

- Find a place where you have good internet connection, in a quiet space where you won't be interrupted.
- It's a good idea to test your audio and video in advance to ensure they work.
- Avoid sitting with a window behind you, as the natural light will block out the ability to see you.
- If you're uncomfortable showing your background, you can change it by clicking "More actions" on the 3 dots in the task bar – we recommend opting for blurring the background.
- We recommend sitting an arm's length away from the camera so you're not too close / too far from the camera.

## TIPS FOR ANSWERING THE INTERVIEW QUESTIONS

- We are looking to understand your suitability for the role, so please use real examples when answering questions about your past experience to show how you meet the criteria – it's helpful to choose a recent example, if possible.
- When describing your relevant past experience it's helpful if you can cover the following:

**Explain the situation that you had to deal with**

**Give background on the task and your role**

**Explain what you did to tackle the situation / task and why you did so**

**Describe the outcome, including what went well and what could be improved**

- Where you can, incorporate data to show the impact.
- Don't overprepare – we want to see the real you, so please don't recite your example as if it were a script.
- It's okay to take a moment to gather your thoughts before answering; take a breath – there is no rush, we are looking forward to getting to know you more.
- If we feel we need a little more detail we might ask you further probing questions.
- This is a great opportunity for you to get to know us better, so think about any questions you might have for us.

## REASONABLE ADJUSTMENTS

We want to support you if you need an adjustment during the recruitment process. To enable us to do this, please let us know if you need any reasonable accommodations or adjustments for any part of our recruitment process, when you apply for a role or when you are invited to interview. If you are offered a job, you can also discuss ongoing adjustments before starting work.

## USEFUL INFORMATION

Visit our [website](#) to view the latest [LSEG news](#), meet [our people](#) and read more about [who we are](#).

We wish you the very best in your interview!

