



## IMAGINE Interview Coaching Guide for Fellows

Dear Fellow,

You will soon have your **interview coaching session with one of our experienced HR coaches!**

We understand that the idea of facing an interview abroad with an international company can be both exciting and daunting at the same time.

In general, the goal of our HR coaching sessions is to reduce your fears and to provide you with a general understanding of what interviewers might ask and how you can respond best.

This guide is filled with potential questions that are commonly asked during interviews and some more useful links.

Try to come up with your own answers first and then, during your **mock interview session**, our coaches will be there to assist you with strategic approaches to answer them even more effectively.

And don't worry, our coaches know that some of you may be encountering such an experience for the first time and might be feeling overwhelmed by the process, but we all believe that with proper preparation and practice, **you can do it!**

### Questions that can be asked during a job interview:

Question	Comment
<b>Behavioral Questions</b>	<ul style="list-style-type: none"><li>Talk about yourself/ what you're good at/ motivation/ skills/ how others see you</li></ul>
<b>Tell me about yourself</b>	Try to connect this to your skills or interests Try to relate this somehow to the job description. Your answer to the "tell me about yourself" question should describe your current situation, your past job experience, the reason you're a good fit for the role, and how you align with the company values. You can use the <a href="#">Star Technique</a> to help you here.

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We imagine a new world. A world where people freely unfold their talents. A world in which talented people from outside Europe move effortlessly towards opportunity.  
A world in which our firms tap into new sources of talent. A world in which Europe becomes a beacon of light and opportunity for young global talent.

Question	Comment
What are you excited about?	Reflect on what genuinely inspires you within the prospective job role or company - it might be learning new skills, solving challenging problems, or contributing to a mission you resonate with. Your excitement should align with both your personal growth and the prospective company's values, demonstrating how your enthusiasm will translate into commitment and effort in your role.
What frustrates you?	Focus on professional challenges rather than personal annoyances. Discuss how you've overcome past frustrations to highlight your problem-solving skills and resilience, showing that you turn frustrations into opportunities for growth and learning.
What was something you had to push for in your previous projects? What is something you had to persevere at for multiple months?	Highlight a situation where you needed resilient and strategic skills. Think of a project where you faced challenges and were still determined. This is an opportunity to showcase your determination, problem-solving skills, and capacity to handle long-term tasks or projects.
Can you come up with some skills where you feel that there is room for improvement?	Reflect on key role-related skills where you can grow further. Think of something that you are not super confident at yet, but want to learn how to be better at.
Potential follow-up question for "Can you come up with some skills where you feel that there is room for improvement?":  How could we support you in getting there, if you joined?	Reflect on specific skills that you'd like to improve, such as proficiency in a certain software, communication or leadership skills. Discuss how the company's resources, training programs, or mentorship opportunities could help in developing these skills, tying this to your contribution towards the company's success.
Where do you see yourself in the future?	If they don't ask you about a specific timeframe (like in 5 years), try to give the timeframe yourself, like: "In the next five years, I would like to ..."
<b>What are you looking for in your next role?</b>	Consider evaluating both your professional and personal goals. Think about the skills you want to develop, the type of company culture that suits you, and the impact you'd like to make. Also, consider work-life balance and how the role aligns with your long-term career aspirations.
If this was your first annual review with our company, what would I be telling you right now?	You should show your comprehension of company goals and role responsibilities. Paint a picture of your expected achievements in terms of projects completed, goals, or skills acquired, and also express your eagerness to continue learning and adapting within the company.

Question	Comment
If we asked your colleagues/teammates, what would they tell us about you?uuu	Consider the qualities and skills that would be essential for the job role. Reflect on specific instances where you demonstrated these skills in your interactions with former colleagues or teammates. Your answer should show your authenticity and self-awareness, providing a realistic depiction of your strengths and areas for growth.
<b>What is the most constructive feedback you have received in your career?</b>	Mention a specific situation that was evaluated and explain how you used that to adapt to future situations. This highlights the importance of an open environment for feedback exchange and shows that you are willing to improve and understand and adapt to a team environment.
<b>Situational Questions</b>	<ul style="list-style-type: none"> <li>• Link your skills/ motivation/ goals to specific situations</li> </ul>
Imagine it is your first day here at the company. What do you want to work on? What features would you improve on?	Talk about your unique skills and how they align with the company's objectives. Reflect on their products/services and identify areas you genuinely think could be enhanced. This can demonstrate your proactive thinking and your motivation to contribute from day one.
<b>If you were to join us, what are some of the things you would like to accomplish in your first, second, third month?</b>	Understand the job description and try to answer in that direction. Try to come up with a scenario, if possible, and highlight your skills and what you can contribute to projects.
<b>What's an example of a difficult problem you solved? Be specific about how the problem was diagnosed and your process for approaching it.</b>	Choose a specific problem that highlights your problem-solving skills. Describe the process you followed to diagnose the issue, and how you overcame it. Highlight the importance of clear communication, collaboration with team members, and any innovative solutions you implemented to overcome the challenge.
Talk about your team/ Tell me about a time when you had to motivate your team to take a particular action.	Identify a specific team challenge and detail your role in addressing it. Highlight your ability to understand individual strengths, communicate effectively. This will demonstrate not only your leadership skills, but also your team-oriented approach and ability to drive results.
<b>Motive Questions</b>	<ul style="list-style-type: none"> <li>• Talk about your goals for the future, your passions, etc.</li> </ul>
<b>Why do you want to leave your current/last company?</b>	DON'T TALK NEGATIVE about your current role, colleagues, or company. Highlight new challenges that you're looking for, new projects, roles, etc.
<b>Why would you like to work with/ for us?</b>	Read the website (about us) before the interview and find interesting news, updates, trends there for answering this question.

Question	Comment
<b>Why should we hire you?</b>	It is important to highlight your unique skills, experience, and passion that aligns with the role and company. Emphasize your past experiences, successes, ability to adapt to new challenges, and your genuine enthusiasm for contributing to the team and achieving shared goals. By focusing on these aspects, you can demonstrate your value and show how you can positively impact the organization.
<b>Technical Questions</b>	<ul style="list-style-type: none"> <li>Talk about specific projects you worked on/ highlight the technical features</li> </ul>
What's your favorite consumer-facing product or feature you've built or contributed to recently? Who did you work with, what impact did you have, and what did you learn?	Provide context and emphasize key points. Start by briefly describing the product or feature you contributed to, highlighting its unique value proposition. You can also mention the team you collaborated with, emphasizing the diverse range of skills and perspectives that made the project successful. If possible, you can also discuss the impact your contribution had on users by mentioning measurable outcomes and share a specific valuable lesson or insight you gained from the experience, demonstrating your ability to learn and apply new knowledge effectively.
<b>What is the most well-designed app you've used? Why?</b>	Discuss how the app incorporates intuitive navigation, aesthetically pleasing visuals, and a nice flow of actions, emphasizing how these elements contribute to a positive user experience. Additionally, mention specific features or functionalities that make the app stand out and enhance its overall design.

### Other useful links to look at before your session:

- [45 Example HR interview questions \(with sample answers\)](#)
- [How to answer the 64 toughest interview questions](#)
- [100 potential interview questions](#)
- [HR interview questions](#)