

CRACK THE BEHAVIORAL INTERVIEW

4 Steps to more Confidence, Focus, & Preparedness

1. RESEARCH THE COMPANY

- Study company values & refine answers
- Information sources:
 - Company website
 - Social media platforms
 - Company review sites
 - List of services and products
 - Customer reviews
 - News articles
 - Codinginterview.com



2. REFLECT ON YOURSELF

- List stories from your past that you can turn into strong responses
- Be ready to show interest in & understanding of the product
- Think about what you want to accomplish in the company
- Take a personality assessment to better understand yourself
- Write out speaking points for company values



3. LEARN QUESTION PATTERNS

Prior Experience

- Cue: "Give me a specific example of a time when you..."
 - Tips:
 - Listen for past tense verbs
 - Use the "I" pronoun as much as possible

Hypotheticals

- Cue: "Imagine that you..."
 - Tips:
 - Avoid too much detail
 - Think aloud but stay thoughtful and rational

Values-Based

- Cue: "Describe your ideal..."
 - Tips:
 - Connect your answers to company values
 - Use these to assess your interest in the role

Ask Questions

- Give your interviewer a chance to talk about themselves
- Avoid topics like compensation, hours, perks, or titles

4. PRACTICE INTERVIEWING

- Use the STAR Method for experience questions
 - Situation: Circumstances of a relevant story
 - Task: What was expected of you
 - Action: What you did
 - Result: Outcome of your actions
- Tips:
 - Write out answers
 - Record yourself
 - Practice with another person, then ask for feedback
 - Open your body language & lean into the conversation
 - Dress nicely, even for video interviews
 - Practice breathing exercises beforehand & try to present clearly

