



# Interviews- Behavioral Interviews

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# Interviews

## Phone or Skype Interviews

### DO:

- Get to a quiet space with good reception
- Answer promptly
- Test your equipment (& notify in advance if there are issues)
- Dress professionally
- Reduce distractions
- Use a neutral background/ environment
- Tell your roommates, so you don't get interrupted

### DON'T:

- Stare at yourself in the video chat. Look at the interviewer
- Have your phone nearby to distract you
- Multi-task
- Take it less seriously than you would in person!

## In-Person Interviews

### DO:

- Research the company
- Dress professionally
- Arrive on time or a little early (no more than 15 minutes)
- Ask questions
- Bring extra copies of your resume
- Send a thank you note

### DON'T:

- Chew gum
- Hold/ display your cell phone
- Click pens
- Read from your resume
- Say "like," "um," "uh" too frequently. Slow down and think
- Interrupt

# Some Sample Interview Questions

- Tell me about yourself.
- What interests you about this job? About the company?
- Tell me about a challenge you faced at work and how you dealt with it.
- What are you looking for in a co-op/ job?
- What is/ was your favorite part about your current/ last job?
- What is something you felt was missing from your past/ current positions or would want to change in your next position?
- What skills can you bring to this position? What are your strengths?
- What would be a challenge for you in this position? What are your weaknesses?
- How do you handle failure? Success? Stress?
- Do you prefer to work independently or as a team?
- What are your goals?

# Behavioral Interview

## **Tell me about a time....**

- When you faced a challenging deadline.
- When you disagreed with your manager.
- When you had to use strong organization skills.
- Had to use conflict management skills.
- When you made a mistake.

## **Tell me about...**

- The best/worst team project that you worked on.
- Your best leadership role.
- A collaborative experience.

## Answer using B.A.R. Stories (or S.T.A.R. Stories)

- **Background**
  - Give the background of the situation or task to the interviewer
  - Situation, Obstacles
- **Action**
  - What action did you take to complete the task/overcome the situation or challenge?
- **Result**
  - What was the outcome? Quantify when possible!

**Practice!!! Practice!! Practice!**

# Helpful tips- Articles for Behavioral Interviews



- <https://www.themuse.com/advice/behavioral-interview-questions-answers-examples>
- <https://joinhandshake.com/blog/students/interview-pro-tips-how-to-nail-a-behavioral-interview/>