

ZS Associates Interview Experience – Decision Analyst Associate (DAA)

Candidate: Shrey Gandhi

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Round 1 – Aptitude & Case Study (April 28, 2024)

Aptitude Test (5 minutes, 25 questions)

- Quantitative Aptitude
- Analytical Reasoning
- Logical Reasoning
- Verbal Aptitude

Case Study Analysis

- **Chocolate Company:** Evaluated financial challenges and recommended solutions for improved profitability.
- **Jai Party:** Diagnosed political setbacks and devised strategies for a competitive resurgence.

Interview Insight:

- The ability to analyze data quickly and propose actionable solutions was key.
- Demonstrating structured thinking and clear communication significantly improved performance.

Round 2 – Verbal Assessment (June 8, 2024)

This round assessed verbal and written communication skills:

- Reading and recording provided statements or audio clips.
- Delivering a 60-second speech on a given topic.
- Answering MCQs and fill-in-the-blanks to evaluate written proficiency.
- Composing a concise paragraph or essay.
- All questions were mandatory and had to be completed.

Interview Insight:

- Clear articulation and a structured approach to speaking were crucial.
- Practicing with mock speaking exercises was beneficial.

Round 3 – Interview Process

Interview 1: Case Interview (June 24, 2024)

- A 60-minute business case debrief.
- Independent analysis of a business scenario relevant to the role.
- Discussion of problem-solving approaches and insights with the interviewer.
- Evaluated based on analytical ability, problem-solving, creativity, and time management.

Key Topics:

- **Case Study:** Jai Party
- **Guesstimate:** Revenue estimation for sugarcane juice covering 5% of the market.
- **Resume-Based Questions**

Interview Insight:

- The ability to break down large problems into structured components was assessed.
- Strong numerical reasoning and logical problem-solving played a key role.

Interview 2: Experience-Based & Fit Interview (July 9, 2024)

- One-on-one session with a senior ZS leader (9+ years of experience).
- Detailed discussion on resume and problem-solving tasks (brain teasers, guesstimates, puzzles).
- Conversations about career growth, opportunities at ZS, and the company's vision.
- Duration: 45–60 minutes.

Interview Insight:

- Demonstrating adaptability and a structured approach to problem-solving was essential.
- Questions often tested the ability to think logically and provide practical solutions.

Final Selection

The results were announced on **July 23, 2024**, and I was successfully selected as a **Decision Analyst Associate** at **ZS Associates**.

Technical & Analytical Skills Preparation

- **Quantitative Reasoning:** Strengthen math skills through timed practice questions.
- **Data Analysis:** Familiarize yourself with basic data interpretation techniques.
- **Problem-Solving:** Work on structured problem-solving frameworks.
- **Tools & Frameworks:** Understanding **Excel (Pivot Tables, VLOOKUP, Data Analysis Tools)**, **SQL (Joins, Aggregations, Window Functions)**, or **Python (Pandas, NumPy, Matplotlib)** can be beneficial for the role.

Common Behavioral Interview Questions

- Describe a time when you worked on a challenging project and how you handled it.
- Describe a scenario in which you analyzed a large dataset and your approach to it.
- How do you prioritize tasks under tight deadlines?
- Give an example of a time when you had to think creatively to solve a problem.

Recommended Resources for Preparation

- **Books:** "Case in Point" by Marc Cosentino (for case interviews)
- **Online Platforms:** Leetcode (for analytical reasoning), LinkedIn Learning (for business problem-solving)
- **Mock Interviews:** Practice with peers or use online platforms like Interviewing.io

Tips for Future Candidates

- **Time Management:** Practice solving aptitude questions quickly and accurately.
- **Case Study Preparation:** Develop structured problem-solving approaches and work on business scenarios.
- **Verbal Skills:** Enhance communication skills through mock speeches and structured writing.
- **Interview Readiness:** Prepare for resume-based questions, guesstimates, and logical problem-solving.
- **Confidence & Clarity:** Present your thoughts concisely and confidently during discussions.