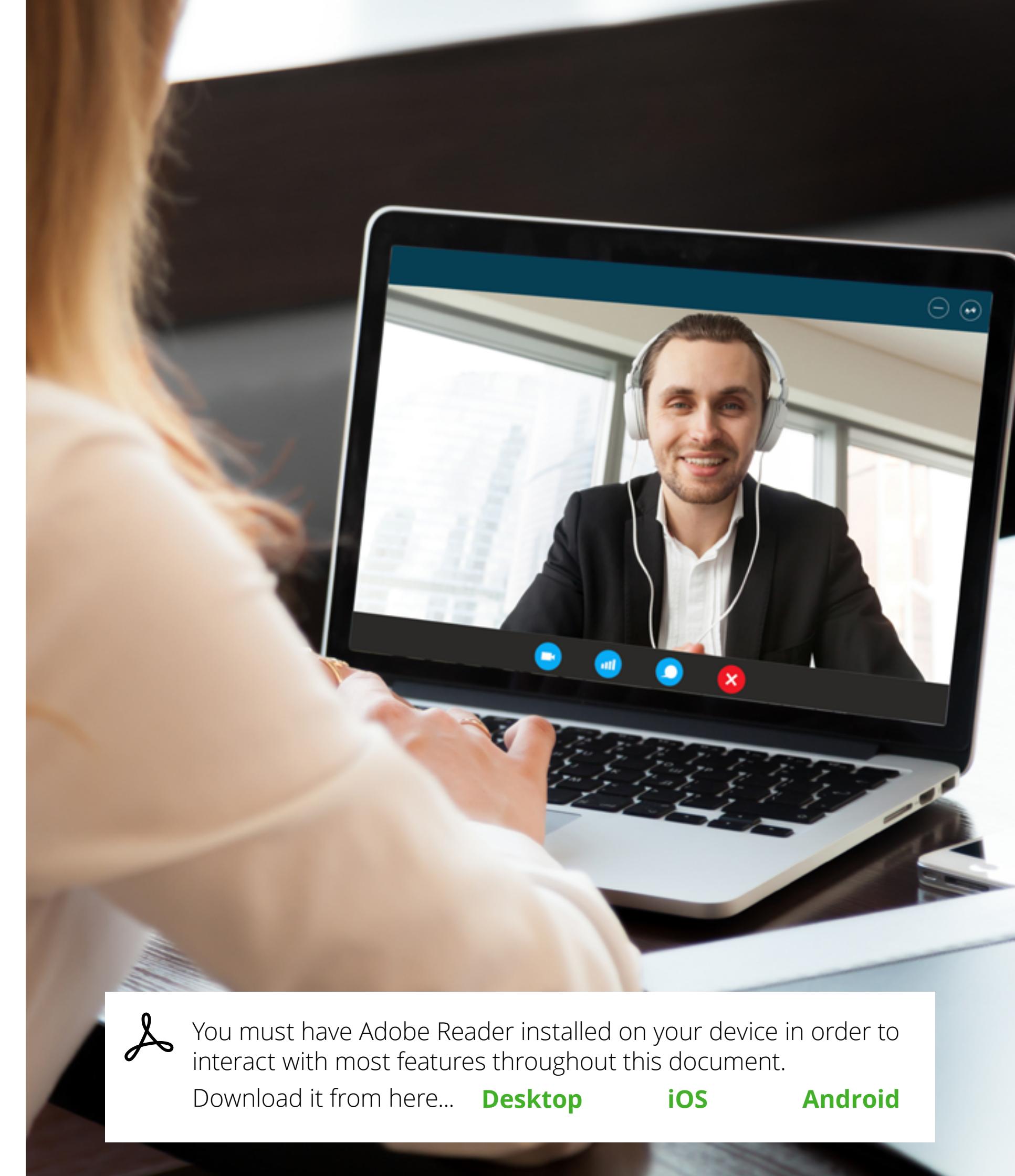


Interview



**Deloitte.**

# Contents



You must have Adobe Reader installed on your device in order to interact with most features throughout this document.

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# Introduction

We really want your interview to be a positive experience. It's a great opportunity for us to get to know each other better and see if we're a good fit.

Our interview questions are designed to explore what motivates you and to learn more about your strengths and ideas and how these align with the skills we're looking for.



Use the arrows to move from page to page and the icons to go to another section.



# What to expect

Interviews tend to last up to an hour.

Your interviewer will cover a range of capabilities in our Student Success Profile, and you'll be typically asked a few questions from each area before moving on.

They will ask an initial question and most likely some follow-up questions to explore your response in more depth. To keep things interesting, we'll ask you different types of questions as we go through the interview, all designed to get to know you better. We want the interview to be two-way, so you'll have plenty of opportunity to ask questions too.

Hover on the icons to learn more about the different question types. You'll find guidance on preparing for these on the following pages.

## Different question types

Motivation

Past-example

Scenario

About you

Topic

Your questions

# Motivation questions

These help us understand your drivers and what interests you about the role and working for Deloitte.

Click on the tabs below to see examples of the type of things you might be asked and tips for preparing.  
On the next page you'll find resources that can also help you prepare.



# Motivation questions



## Helpful resources

The good news is that we're not expecting you to be an expert on what we do at Deloitte, but we do want to see you've really thought about why you want to join us and can explain it with some confidence.

- ✓ This [video](#) provides some tips on how to find out more about us.
- ✓ Look at both our Services and Industries pages at [deloitte.com](http://deloitte.com).
- ✓ Take a look at our [Life at Deloitte](#) page.
- ✓ Look through our [job vacancies](#) in the areas you're applying for to give you some more insight into what our people do day to day and the skills required.
- ✓ Explore our posts and follow us on [LinkedIn](#), [Facebook](#), [Instagram](#) and [Twitter](#) to find out more about our viewpoint, our work and the initiatives we support.
- ✓ Look at some of our latest posts on [our blog](#) including the really helpful Monday Morning Briefing from our Chief Economist.
- ✓ Find out more about professional qualifications aligned to the area you're applying to on [our careers site](#) and you can also find out more at the webpages of the relevant professional body.
- ✓ Have a look at our [virtual career events](#). If you can't make a live event, you can listen to a recording of it.



# Past-example questions



These explore how you have handled certain situations in the past and give us a good insight into skills you have developed.

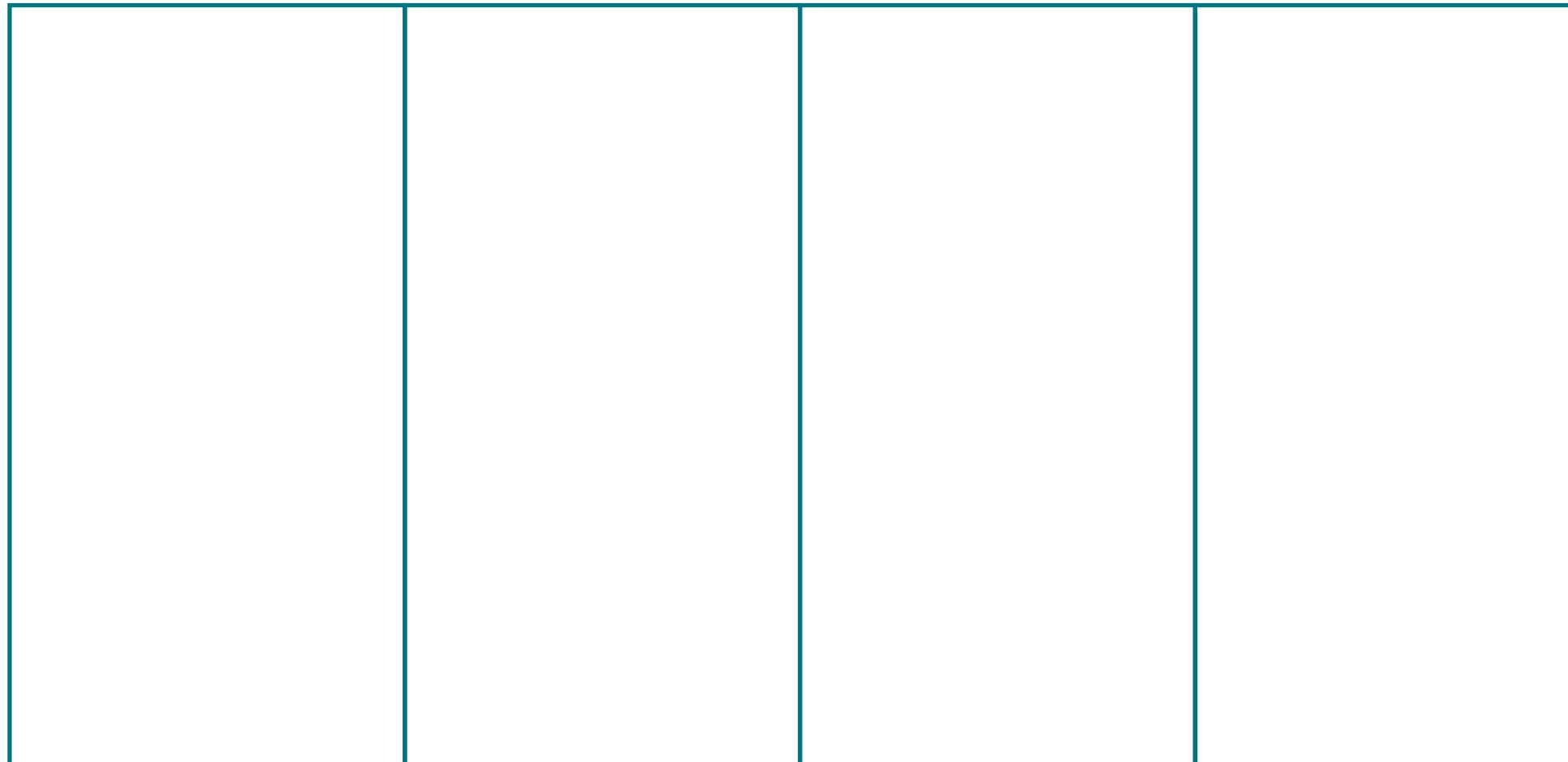
Click on the tabs below to see examples of the type of things you might be asked and tips for preparing. On the following page you'll also find useful guidance on using the STAR model to help you prepare for and answer these types of questions.

# Past-example questions



You can use the STAR model as a structure to help you think about how you might share your examples in the interview to keep you focused.

Click on the letters to find out more about the model.



# Scenario questions



These questions look at what you think you would do in a particular work-based situation.

Click on the tabs below to see examples of the type of things you might be asked and tips for preparing.

# Questions about you, your values, and your strengths

These questions help us to get to know more about what's important to you, how you typically like to be and also how this aligns with our values. Our Shared Values guide the way we behave in order to make a positive and enduring impact.

Click on the tabs to see examples of the type of thing you might be asked, how you can prepare, and to see our values.

# Topic questions



These questions give us an insight into your thoughts and ideas in response to general topic areas.

Click on the tabs below to see examples of the type of things you might be asked and tips for preparing.

# Your questions



This is your opportunity to decide if the programme you've applied for and Deloitte are right for you. Think about the questions you'd like to ask to help you make that decision. We're happy to answer them and asking questions helps to show us you're enthusiastic and engaged.

Click on the icons below for further guidance.

# Hints & tips



We'd like you to meet some of our colleagues who, not so long ago, were in your shoes.

Watch this video to hear some of our colleagues introduce themselves and share their tips for preparing and making the most of the interview.

Click on the icons to see additional tips for virtual interviews

# Practice makes perfect

Take a moment to watch the following video.

The interviewer will ask a question and you'll see the candidate give two slightly different responses to the question. Watch both and note down which response you think is better. We'll then share our view.

Please write your reflections here

# Practice makes perfect

By now you should have  
a good picture of what  
makes a great interview.

Now have a go at the following exercises,  
to help you prepare, practice and reflect  
on your answers to a selection of example  
interview questions.

# Part 1

## Identifying examples

This will help you feel ready and prepared for questions on the day of the interview.

### **What to do**

Using the table on the next two pages, reflect on the skills we look for and note down any specific examples of where you've successfully demonstrated these.

Try and include some detail e.g. the scenario, what you did, your approach, the impact you had.

You can draw upon experiences from school, college or university, any part-time work or volunteering you've done or your personal life.

To give you some food for thought, you can show you're a Credible Communicator with the following example:

*"I could talk about how I helped to explain data analysis software to students on my course, by creating a document with key steps, images and some Q&A's."*

# Identifying examples - Skills



| Skills Sought By Deloitte      | What this looks like  | Example I can talk about |
|--------------------------------|---|--------------------------|
| <b>Credible Communicator</b>   | Clear communicators who convey information concisely and credibly   |                          |
| <b>Relationship Manager</b>    | Proactively forming strong relationships, taking time to understand others' needs and managing expectations |                          |
| <b>Respectful Collaborator</b> | People who celebrate diversity and love to achieve results through teamwork                                 |                          |
| <b>Resilience</b>              | Remaining focused on delivering when under pressure and learning from setbacks                              |                          |
| <b>Drive to Deliver</b>        | Taking responsibility for delivering on internal and external targets and pushing themselves to excel       |                          |

# Skills

| Skills Sought By Deloitte | What this looks like  | My examples |
|---------------------------|---|-------------|
| <b>Hunger to Learn</b>    | Being inquisitive and always looking for opportunities to develop and learn                     |             |
| <b>Agility</b>            | Quickly adapting to changing circumstances and continually evolving and improving work          |             |
| <b>Ideas Generator</b>    | Thinking of new solutions and sharing these with colleagues and the wider business              |             |
| <b>Critical Analyst</b>   | Logically analysing information from a variety of sources to get to the heart of complex issues |             |

# Part 2

## Practice answering questions

Here are a handful of example questions for you to try. Practice them out loud to help you shape your answers.

Aim to provide a **2 - 3 minute** answer for each question. Use what you've prepared in Part 1 of this exercise to inspire your answers. You can record yourself on your phone or another device if helpful.

Just so you know, the questions we've shared in this exercise, are not those you'll be asked on the day.



# Practicing interview questions

When you are ready, work through the questions behind each of these icons and record your responses. Listen to your responses and use the questions on the next page to reflect on your answers.

**Initial question**

**Follow-up questions**

# Reflection



Listen to your answers and reflect on these questions.

How well did you answer the questions presented?

Which questions were harder to answer and why?

How effective was the delivery of your answer  
(e.g. clarity, answer length, pace)

What could you do differently in an actual interview?

# Summary and reflection



Hopefully by now you're raring to go!

We're looking forward to meeting you soon but before we do, four final things from us:



## Remember...

...if you've reached this stage you're already doing great!



## Relax

We know interviews can be nerve wracking, and we want to reassure you that our interviewers want you to be at your best and will help you to get comfortable. Importantly we want to get to know the real, authentic you.



## Need help? Ask us.

Don't forget that if you need any support or adjustments to help you participate, let us know. For more information on how we can support you, have a look at our



# Summary and reflection



## How did it go?

After the interview reflect on your experience. This is really valuable regardless of whether you feel you did a great job or weren't able to give your best. Reflection helps us learn and do even better next time.

Do this quite soon afterwards whilst it's still fresh in your mind using the following questions to help you:

**What did you do well?**

**What did you learn from the experience?**

**What have you learnt about your capabilities?**

**What support or development may help you?**

**What would you do differently next time?**

Reflect on any feedback you receive after the event too. Save your reflections. You'll find them helpful prompts for your development in the future.

Please write your reflections here

# Need more information?

Remember to check your invitation letter to see what's in your final stage assessment.

We have a series of Guides which provide more information about other activities that might be included. These are:



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