



Career Services Assignment 4 – Soft Skill Interview Prep

Instructions: Find a job post online for a role and company you would like to apply for. Answer the following questions as if you were being interviewed for the job. Research the STAR method of answering behavioral interview questions and where applicable, utilize the STAR method in answering the below questions.

How did you hear about this position? (Make sure you remember where you heard about the role, so it doesn't look like you are just applying randomly to every position possible.)

I heard about this position via LinkedIn.

What do you know about the company? (Research the company, website, products/services, and reviews. Talk about good reviews that make you want to join.)

I know that Rural Sourcing is a software development firm that is changing the IT outsourcing experience for Fortune 1000/mid-size clients by creating jobs in the field across the US. I also know that you'll help expose employees to modern technologies across various industries and giving us continuous development from training and mentorship programs.

Why do you want this job? (Be very specific. Talk about what appeals to you about the role but focus more on the value you'll add to the team and company rather than what the company will do for you.)

I want to pursue employment here because I believe that I would be able to utilize my coding skills to help further the company's goal of enabling the change of outsourcing coding experience for various clients contracting for IT projects.

Why should we hire you? (Be very specific. Talk about your skills, passion, and willingness to continuously learn to be an asset.)

I believe you should hire me because of my extreme passion for computer technologies and coding. I've been passionate for the field of IT since the end of middle school and have worked to refine my skills in coding, along with general career skills that can be used in conjunction, such as organizational skills, time management, attention to detail, administrative delegations, project management, and taking leadership roles. I also have a drive to learn as much as possible about coding and programming, having learnt the structure of HTML, CSS, Javascript and Java thus far.



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What is your greatest professional achievement? (STAR)

My greatest professional achievement thus far is being entrusted at multiple jobs to serve in a leadership role to guide the team I worked in whenever our leading manager was not in a position to do so, whether it be they weren't scheduled to work on certain days, or emergencies popped up that they needed to handle. I was able to obtain this trust by showcasing my skills for my job and utilizing the leadership skills I gained in my final years of my secondary education.

Describe a difficult work situation and how you overcame it. (STAR. Never speak negatively about anyone else or any companies. Perhaps talk about change you experiences, as change is always difficult to overcome.)

In a previous job position, I was set to lead my team while our manager handled bigger responsibilities present at the time. This was around the height of the MCU in the movie theaters in 2018, when Black Panther and Avengers: Infinity War were still running. My responsibilities leading my team were comprised of ensuring that supplies for selling our concessions were continuously replenished, training new associates hired to the team for the rush of customers wanting to see the new releases, ensuring that any hot meal items orders purchased were made in a timely manner, providing customer service and handling several transactions. Due to my previous experience working in a fast-paced environment, and ability to micro-manage in a stressful situation, I was able to successfully lead my team through the more stressful periods of the work day during the movie rushes and my manager felt confident to allow me to continue to lead in their absence, while also giving me training for other greater responsibilities.

What are your goals for the future? (Make sure you answer in a time bound manner and talk about how you are looking to learn as much as possible in your field.)

My goals for the future are to grow as a programmer, possibly by expanding my knowledge and skillset by learning more programming languages to make me a more versatile person in this field of the IT industry.

Why are you leaving your last job? (Don't say anything negative. Mention growth, changing industries, etc.)



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I am leaving my previous job due to wanting to pursue interests more aligned with my professional goals in the IT industry. While I am appreciative of the skillset I've been able to maintain while working at my previous job, I am looking forward to using that skillset, along with the new skill set I've learned in my spare time that I can utilize towards this job.

What is your salary expectation?

I've been doing some research on similar roles and my understanding is that for someone at my level with my background and experience, I can expect to make a salary around \$60,000 a year. Of course, compensation isn't the only thing that's important to me. So I'm eager to hear more about your benefits package, including paid time off and other perks. What's most important to me is finding a place where I can thrive. I can be flexible around the exact numbers for a job that's a great fit.

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