


Lesson Objectives	 <ul style="list-style-type: none"> Prepare for different Interview Formats and Assessment Methods Prepare yourself - Organise, Analyse and Research Answer Interview Questions using frameworks and ask good questions 				
Learning Points	<ol style="list-style-type: none"> Different Interview Formats and Assessment Methods: <ul style="list-style-type: none"> Common formats include phone interviews, digital interviews, in-person interviews, and networking sessions Other assessment formats include: <ul style="list-style-type: none"> Technical Interviews – Candidates are asked to code demonstrate technical competency. Assessment Centre – Full day consisting of group interviews, role play exercises, aptitude tests and other activities. Digital Assessments <ul style="list-style-type: none"> Gamified Assessments(eg. Pymetrics) Aptitude Tests (eg. Numerical/Verbal Reasoning, Situational Judgement, Role Plays) Video Interviews (companies use interviewing platforms such as HireVue) Organize, Analyse and Research <ul style="list-style-type: none"> Organise yourself by scheduling the interview in your calendar, planning your route to the venue, prepare to bring items requested by HR, and dressing professionally. 4 main things employers look for in an interview: Potential, Culture Fit, Commitment and Abilities. Research is a critical to understand the company's business and values. Some sources of research include LinkedIn, online company and industry news, Glassdoor, Factiva etc. Answer Interview Questions using Frameworks <ul style="list-style-type: none"> Types of Questions: <ol style="list-style-type: none"> Personal Narratives (eg. Tell me about yourself? What are your strengths and weaknesses?) Industry Awareness (eg. What do you know about the job/company/industry?) Behavioural (eg. Tell me about a time when you had to resolve a conflict in a team.) Hypothetical/Situational (eg. If you were to witness unethical behaviour, what would you do?) Skill-based / Technical (eg. Can you describe the principles of 'Next Generation Sequencing'?) Curveball (eg. How many traffic lights are there in Singapore?) Techniques and Frameworks for answering Interview Questions <ol style="list-style-type: none"> Present-Past-Future (eg. "Presently, I am working on ... In the Past, I have done... Moving forward, I hope to...")- gives interviewer better chronological context 3-Points Technique ("Firstly,... Secondly,... Thirdly,...") – keeps your answer clear and systematic. S.T.A.R. Framework (<u>S</u>ituation, <u>T</u>ask, <u>A</u>ction, <u>R</u>esult) Good Questions to End Interviews With <ol style="list-style-type: none"> Success in Role (eg. "Looking at people who have filled this role before, what differentiated the most successful ones from the rest?") Company Needs (eg. "What are the biggest opportunities and challenges facing the department now?") Corporate Culture (eg. "What do you like best about working here?") 				
Resources	<p>Hyperlinks to useful resources:</p> <table border="1"> <tr> <td>8 Types of Interview Formats to Prepare For</td><td>CFG Interview Preparation Resources</td></tr> <tr> <td>AI Software used for Video Interviews</td><td>CFG Resources on Assessment Centres</td></tr> </table>	8 Types of Interview Formats to Prepare For	CFG Interview Preparation Resources	AI Software used for Video Interviews	CFG Resources on Assessment Centres
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