

Role Guidelines: The Interviewer

Session Focus: Behavioral Skills & Communication

1. Your Objective

Your goal is to create a professional yet comfortable environment. You are not just asking questions; you are helping your peers improve their English fluency, confidence, and ability to structure their thoughts.

2. The Golden Rule: Look for "STAR"

The industry standard for answering behavioral questions is the **STAR** method. As the interviewer, listen to see if their answers follow this structure:

- **S - Situation:** Did they describe the specific context or problem?
- **T - Task:** Did they explain their specific role or responsibility?
- **A - Action: (Most Important)** Did they describe *what they actually did*? (Look for "I did..." not "We did...")
- **R - Result:** Did they share the outcome? (e.g., "The project was finished on time," or "I learned x.")



3. Question Bank

Choose 1-2 questions from each category to ensure a mix of topics.

Category A: Introduction & Motivation

1. "Tell me a little about yourself and why you chose to study Computer Engineering."
2. "What is the most interesting project you have worked on during your degree so far, and why?"
3. "Where do you see yourself professionally in the next 2-3 years?"
4. "What specific area of technology are you most passionate about right now?"
5. "Why do you think you are a good candidate for an engineering internship?"

Category B: Teamwork & Communication

1. "Tell me about a time you had to work with a difficult team member. How did you handle it?"
2. "Describe a situation where you had to take the lead on a group assignment. What was the outcome?"
3. "Tell me about a time you disagreed with a peer on a technical decision. How did you resolve it?"
4. "Describe a time you had to explain a complex technical concept to someone who didn't understand the technology."
5. "Have you ever had to motivate a team member who wasn't doing their share of the work? What happened?"

Category C: Challenges & Problem Solving

1. "Tell me about a time you failed or missed a deadline. What did you learn from that"

experience?"

2. "Describe a time you had to learn a new tool, language, or framework very quickly to solve a problem."
3. "Tell me about a time you faced a significant technical bug or roadblock. How did you approach solving it?"
4. "Describe a time you had to make a decision without having all the information you needed."
5. "Tell me about a time you were under a lot of pressure (e.g., exams + project deadlines). How did you manage your stress?"

4. Simple Evaluation Framework

Use this checklist to provide structured feedback after the session.

Criteria	What to look for	Rating (1-5)
English Fluency	Was the speech clear? minimal fillers ("um," "uh")?	
Structure (STAR)	Did they clearly hit the Situation, Task, Action, and Result?	
Confidence	Eye contact, good posture, clear voice volume.	
Content	Did they actually answer the question asked?	

5. How to Give Feedback

At the end of the session, share your screen/notes and provide verbal feedback using the "Plus/Delta" approach:

- **(+) Plus:** Tell them 2 specific things they did well.
 - *Example: "Your introduction was very confident."*
- **(\$\Delta\$) Delta:** Tell them 1 specific thing to change/improve.

- *Example: "You spent too much time describing the Situation (S) and not enough time on the Action (A)."*