

Role Guidelines: The Interviewer

1. Session Overview

- **Role:** The Interviewer ¹
 - **Session Focus:** Project Pitching & Advanced Behavioral Skills ²
 - **Interview Duration:** 30–40 Minutes
 - **Your Goal:** To create a professional yet comfortable environment where you help peers improve English fluency, confidence, and their ability to justify their technical decisions.
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2. The Golden Rule: The STAR Method

Continue to listen for the **STAR** structure in every behavioral answer⁴⁴⁴⁴:

- **S - Situation:** The specific context or problem⁵⁵⁵⁵.
 - **T - Task:** Their specific role or responsibility⁶⁶⁶⁶.
 - **A - Action (Most Important):** What they **specifically** did. Look for "I did..." not "We did..."⁷⁷⁷⁷.
 - **R - Result:** The outcome or impact of their actions⁸⁸⁸⁸.
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3. The Interview Script

Phase 1: The "Identity" Pitch (8 Minutes)

Interviewer: "Hi, I'm [Name]. Let's start by getting to know the person behind the CV. I want to see how you view your journey so far."

- 1. "Give me a brief walkthrough of your background. Why did you choose Computer Engineering, and what has been the most defining moment of your degree so far?"
- 2. "What is one thing about you—either a skill or a personality trait—that isn't on your CV but makes you a better engineer than your peers?"

Interviewer Tip: Look for confidence and eye contact. If they are too brief, ask:

"How has that specific interest influenced the way you approach your engineering projects?"

Phase 2: Selling the Project (12 Minutes)

Interviewer: "I see a lot of students who can code, but I'm looking for someone who understands the **value** of what they build."

- **(The Value Pitch):** "Pick your most significant project. Imagine I am a non-technical manager—explain why this project matters and what specific problem it solves in the real world."
- **(The Technical Choice):** "Walk me through the architecture of that project. Why did you choose those specific tools or languages over other available alternatives?"

The "Sales" Follow-ups (Probe for Depth):

- **The Uniqueness Probe:** "If I were to look at five other similar projects out there, what would I see in *your* version that stands out?"
 - **The Accountability Probe:** "You mentioned 'the team' a few times. Specifically, what was the one feature or component that would have failed if **you** hadn't been there?"
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Phase 3: Behavioral Logic & Conflict (12 Minutes)

Interviewer: "Technical projects are rarely solo. I want to see how you handle the 'human' side of engineering."

[Pick ONE or BOTH Options]:

- **Option A (Interpersonal Conflict):** "Tell me about a time you had a technical disagreement with a team member. How did you advocate for your idea without damaging the team dynamic?"
- **Option B (Managing Failure):** "Describe a time you realized a project was failing or a deadline was going to be missed. How did you handle the communication and the resolution?"

The "Pressure" Follow-ups:

- "If your solution didn't work and the team was still frustrated, what would your 'Plan B' have been?"
 - "Looking back, what is the one thing you would change about your communication style in that situation?"
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Phase 4: Closing (5 Minutes)

Interviewer: "To wrap up, where do you see yourself in the next 2-3 years? What kind of problems do you want to be solving professionally?"

4. Evaluation & Feedback

After the 40 minutes, provide structured feedback using the criteria below⁹.

Evaluation Framework¹⁰

Criteria	What to look for	Rating (1-5)
English Fluency	Was speech clear? Minimal fillers ("um", "uh")? ¹¹	
Project Selling	Did they make the project sound valuable or just like a task?	
Structure (STAR)	Did they clearly hit the Situation, Task, Action, and Result? ¹²	
Confidence	Eye contact, good posture, clear voice volume ¹³ .	

How to Give Feedback¹⁴

Use the "**Plus/Delta**" approach¹⁵:

- **(+) Plus:** Tell them 2 specific things they did well¹⁶. (e.g., "Your introduction was very confident" ¹⁷).
- **(\$\Delta\$) Delta:** Tell them 1 specific thing to change or improve¹⁸. (e.g., "You spent much time on the Situation and not enough on the Action" ¹⁹)