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# Behavioral Pair Practice Guidelines

**Goal:** The best way to get better at behavioral interviewing is actual live practice with valuable feedback. That’s why we are implementing pair behavioral practice following the behavioral critique session.

## Getting Started

1. <https://docs.google.com/spreadsheets/d/1wvMD5wiuu_tWqbn9RlwlNtJQYBEgUHA_D7A7BsbY4WA/edit?usp=sharing>

## Basic Structure (20+ minutes)

There are two roles:

1. Interviewer: The member that asks the behavioral question and places the role of the interviewer
2. Interviewee: The member that answers the behavioral questions

Instructions

**Introduce Yourself**

**First 10+ minutes (Person 1: Interviewer, Person 2: Interviewee)**

* **Q&A Phase:** The interviewer asks the behavioral question and listens to Person 2’s answer. *Feel free to ask any follow-up questions or clarifying questions. Engage with the interviewee as if you were a REAL interviewer*
* **Feedback Phase:** After the question and follow up questions is finished
  + The interviewer gives feedback to the interviewee
  + The interviewee has a discussion to understand feedback
* Please then repeat this process above one more time. The interviewee should incorporate the feedback and the goal is to see an improvement.
  + The interviewee should comment on if the feedback was incorporated and other things to improve on

**Next 10 minutes (Person 1: Interviewee, Person 2: Interviewer)**

* Same as above but switch roles!

**IMPORTANT: Before leaving the session**

* Please take 2-5 minutes to fill out this form to reflect on the session: <https://forms.gle/ejMZYzGbM7fUa7Xp8>
* Both you and your pair buddy should fill this out before leaving the session and saying goodbye!

## Important Guidelines

* **Be respectful**
* **Listen attentively when the other person is answering the behavioral question\**

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