TECHNOLOGY INTERVIEWS AT CAPITAL ONE

Congratulations on being selected for a final round interview with Capital One! We are excited to e-meet you! Before your virtual interview, there are a few things we would like to cover, just to make sure you are prepared and know what to expect. Let's get started!

YOUR INTERVIEWS

GENERAL INTERVIEW INFORMATION

The order of your interviews and breaks can vary, but you can expect Behavioral Interviews, a Case Interview (type dependent on role), and Technical/Job Fit Interviews (not necessarily in that order) — we'll walk through each in the following information.

Your interviews occur in one or two-hour blocks, which will be outlined on the final schedule that you will receive 24 hours prior to your interview. Your interviews may not always last the full time. If you have remaining time on your interview, we suggest using the time to ask your interviewer questions about the role, team or tech stack – we want to ensure you are getting all the information you need, as well, to make an informed decision.

Some interviews may require the use of different applications such as CodeSignal. If prompted by your interviewer, please access the CodeSignal link that will be shared with you via the Zoom chat box. You do not need a CodeSignal account to access this link, simply enter your full name under "Candidate Login" on the left-hand side and click "I'm The Candidate."

BEHAVIORAL INTERVIEW

Behavioral interviews contain structured questions on particular experiences you've had. These questions typically follow the format of "Tell me about a time when....". The interviewer will be looking to assess core competencies (such as communication, influence, or results focus) through these questions.

To help prepare for this portion of your interviews, review the tips in the following table and spend some time looking over your resume to think of situations you would like to highlight. Remember to be thorough and specific in your responses, focusing on situations and tasks you have *actually* experienced and not how you may hypothetically act in a given example. We recommend following the STAR process to frame your response.

SITUATION or TASK	ACTION	RESULTS
• Describe the situation that you were in, or the task that you needed to accomplish – not a generalized description of what you have done in the past. • Be sure to give enough detail for the interviewer to understand.	• Even if you are describing a group project or effort, describe the action you took, and be sure to focus on you, using "I" to quantify your actions and results. • Don't describe what you might do in your examples, describe what you actually did.	• Don't forget to conclude your answer with the result of your actions. • What happened? • How did the event end? • What did you accomplish? • What did you learn?

SOME TIPS		
• Think of examples when you have influenced others, assumed leadership, or worked on a team.	• Consider examples that have tangible results, not projects you are currently working on or tasks you have yet to complete.	• When preparing you should think of examples, not answers. Preparing answers in advance may cause you to not directly answer the question you're being asked.

CASE INTERVIEW

A case interview, simply put, is a problem solving exercise with an interviewer. In the interview, you will put your technical, quantitative, conceptual and analytical skills to use in order to find a specific answer or make a business decision. The case builds as you work through each problem and new factors are introduced, so you'll need to take notes as you go along that you can refer back to as the interview progresses.

What can I expect during the interview?

During your interview, you will be given information about a particular business problem and be asked to solve it. The problem may be related to areas such as (but not limited to) customer data protection, product development and design, cost benefit analysis or customer experience. Some of our case interviews may include coding prompts if you are being considered for a role in a Software, Data, or other engineering/development domain. Cases for other, non-engineering, job families could be math or logic-based. Technical case interviews typically involve three parts. Let's take a quick look at each of these parts individually to give you a better idea of how you can prepare.

PART ONE Introduction to Business Situation & Case Framework	PART TWO Conclusions Based on Key Concepts & Drivers of the Case	PART THREE Your Recommendation
• Your case interview will begin with a brief description of the business situation, and you will be provided with some background information regarding the problem you may face. • After the introduction, you may be asked to make some key observations about the situation or identify issues to be considered as you dive into the case.	• After a general introduction to the case, questions will begin to become more specific. • You may be asked about the key drivers of the case, and how they will specifically affect outcomes. • You will be given additional data throughout the case and are expected to make conclusions with the information you are provided. • The interviewer will ask you questions regarding your conclusions and how your findings may affect results, solutions, or other aspects of the case.	• During the entire case, you will likely be asked for your recommendations, but these can obviously change as you are presented with additional data and information. • At the end of the case, expect to be asked for a final recommendation, observation, or finding.

What is the case interviewer looking for?

The interviewer is trying to assess your various skills and competencies such as:

Conceptual Problem Solving	Do you understand all aspects of the problem and how they interact?
Advanced Conceptual Problem Solving	Do you understand and consider additional effects?
Analytical Skills	Do you know how to structure your solution to the problem?
Quantitative Skills	Can you utilize your technical skills and apply technical knowledge to solve the business problem?
Communication Skills	Can you articulate your thoughts and approaches effectively? Are you able to explain technical concepts in a non-technical manner that can be easily understood?
Energy/Drive	Are you interested and engaged in the activity? Do you show passion for this type of problem solving?
Industry Knowledge	Do you demonstrate any industry specific knowledge to support your answers?

SOME TIPS		
Think Out Loud & Ask Questions	**Take Your Time & Show Your Work**	**Stay Calm & Positive**
- If you have questions about information, assumptions, or data you are given, the interviewer is more than happy to answer them. - The technical case is intended to be very interactive – so share what you're thinking and ask questions along the way, especially if you feel the objective of the case is not clear.	It's also important to keep your work organized in case you make a mistake. If you need to fix an error that you make, you may find it hard to make the correction if your work is unorganized or illegible.	- You may make mistakes, but it's important to understand that mistakes happen. Stay calm and positive. - Be confident and prepared to defend your solution. - Relax and be yourself.

What other tips can you give me to help during the technical case interview?

- Don't be afraid to question assumptions in the case.
- Articulate your thoughts and always be prepared to answer the question, "Why?"

TECHNICAL/ JOB FIT INTERVIEW

The final type of interview you will encounter during your day is the technical/ job fit interview. You will have two (2) of this type of interview. These questions are exactly as you might imagine — the interviewer will ask you skills-based questions to see how you may fit into a role at Capital One. It will test some of your background and skills to see if you have the knowledge and experience that we are looking for in the role and within Capital One. Questions are specifically aligned to the role you are interviewing for including engineering-specific questions with coding prompts and Q&A style questions to assess agile methodologies. Our engineering interviews may be technical in nature (an interviewer may ask you to screen share while you code to walk through a problem, or tech stack, for example) while non-engineering interviews may be more conversational.

Make sure that you are familiar with your resume and experience, as some of the questions will likely be directed towards both. Although the technical/ job fit interview does not require as much practice or preparation, it is a great opportunity for you to showcase your qualifications and express your interest in the role for which you are interviewing. This interview will not only assess that you are a good fit for the role, but it will also help determine if the role is a good fit for you!

AFTER YOUR INTERVIEWS

Your recruiter will contact you after your interview to deliver results. We strive to deliver results within 2-3 business days, but if they are expected to take longer, your recruiter will let you know.

CHECK US OUT

LIFE AT CAPITAL ONE

Get to know us — we're more than just a bank. We're focused on bringing associates together to do the best work of their lives, while providing top notch benefits and a culture where every voice is recognized and valued.

MEET OUR ENGINEERS

The best way to get to know us is by hearing our own associate's stories, and why they're here. See how our associates are doing the best work of their lives, while having a ton of fun.

CASE AND TECHNICAL INTERVIEW PREP

Check out helpful videos with tips on how to best prepare for your Case and Technical Interviews.

FAQs

How many candidates will you be interviewing for the role?

While we do not predetermine how many candidates we interview for a particular position, there may be other candidates interviewing the same day as you. However, we make hiring decisions solely based on your personal interview performance, and *not* how you compare to other candidates.

How do I prepare for my virtual interview?

Ensure you are in a quiet and private place for your virtual interview. Follow the instructions your coordinator has provided to launch and log in to Zoom. We recommend taking the time to test your microphone and audio prior to the interview. Be sure to have a pen, paper, and calculator on hand as needed.