



EMERGING TALENT
INTERVIEW PREPARATION GUIDE

YOUR PATH TO ACTIVISION

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DO YOUR HOMEWORK

Activision recruits talent, not just diplomas. It doesn't necessarily matter where you learned to draw, crunch numbers or code. We look for if you have the talent to create great content. There is no one "right way" to get a job with us. That said, there's plenty that you can do to make sure you're moving in the right direction and learning about the gaming/creative industries. Start by doing a little research into the company and the games we make. Also, stay up-to-date by reading the latest news going on in the industry.



Books that our employees recommend:

Masters of Doom by David Kushner

Game Over by David Sheff

Reality is Broken or Super Better by Jane McGonigal

Console Wars by Blake Harris

Creativity, Inc. by Ed Catmull and Amy Wallace

The War of Art by Steven Pressfield

WHAT TO EXPECT DURING YOUR INTERVIEW

When you interview with us, be prepared to speak in detail about your accomplishments and hard-working knowledge. We are interested in understanding not only your specific skill set, but how you execute those skills. We'll dig into career decisions and your motivations for applying with us. We appreciate it when you come prepared with a couple questions that will clarify what the most successful people do here, where we see this position's greatest impact, and perhaps the make-up of the team.

Check Out Some Example Interview Questions

Why are you interested in working here?

What is it about this role you find intriguing?

Tell me about a time when you solved a tough creative challenge?

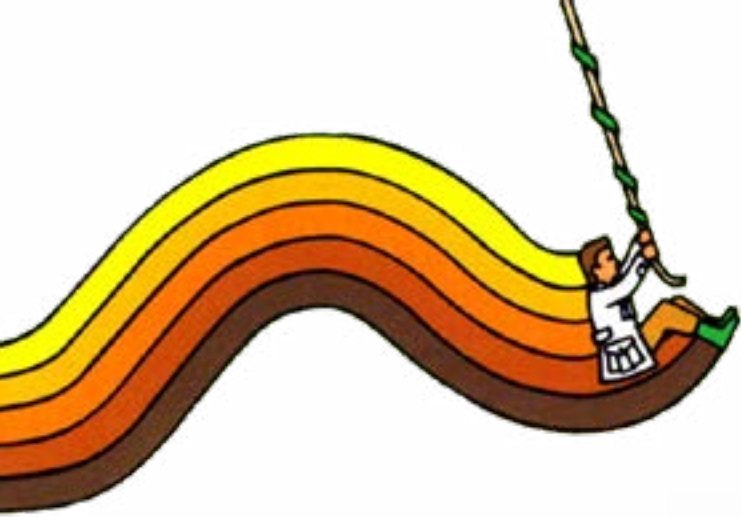
Tell me about a time you failed and what you learned from the experience?

TIPS & TRICKS

Demeanor. Be an active listener and make eye contact when speaking to your interviewer.

Research. Read as much as you can about the company and the role you're targeting. Company and studio websites/ social media feeds, news, press releases, and the Great Places To Work profile are great places to start. Re-read the job description and look up your interviewers' backgrounds on LinkedIn.

Passion. If you're not genuinely passionate about the job, that will become evident, and if this is the case, it's unlikely you'll be hired. Our employees are passionate about the projects they work on and solving the problems that arise. We want people by our sides who are similarly motivated.



COMMON PITFALLS



Procrastinating. You've got to be as serious about finding the right role as we are about finding the right Intern.

Lack of Specificity. It's easy to spread yourself too thin...and crucial that you demonstrate focus and depth in what you actually want to do. Saying, "I'll do anything" is the wrong answer.

Desperation. Desperation never looks good. You might be in a tough spot, but it's not a good idea to bring this up in an interview. Stay calm, collected and focused on what you can do for the team.

Only Chasing Long-shots. While you should never sell yourself short, it's smart to go after jobs that are reasonable fits.

Don't inflate your title, responsibilities, or previous experience. Our interviewers will be able to sniff out your embellishments.

Don't wear a suit (please!). So, you've made it to the interview—congratulations! We generally wear jeans and t-shirts, hoodies, or casual button-down shirts. For an interview, you just want to be slightly more dressed up. This way, everyone feels at ease. We suggest business casual.

You don't have to be a gamer to work at Activision, but be familiar with our games. Like any job opportunity, you want to be familiar with the product that you'll be working on. If you don't have access to an Activision game, make sure to check out youtube videos or twitch streamers.

Questions. Come prepared with questions, but DON'T ask about things that you could easily find out through reading of the job description or company website. An example of a good question, is "What do you see as the biggest challenge I'd face in this internship?" A bad question is, "What games do you make?" You can always expect to be asked, "Why are you interested in this role and/or our company?"

Prep. Work with a mentor or friend and try to anticipate what you may be asked. And practice. Prep 6 - 8 "power stories" – specific experiences that showcase specific behavior that you can draw from during your interview. Be sure to practice using the STAR or CAR method: focus on your behavior and results. And remember, that the "A" for Action is where you should spend the most time.

