

# Interview Workshop

Kappa Theta Pi Lambda Chapter

# Agenda

- 1 ..... The Interview Process
- 2 ..... Behavioral Interviews
- 3 ..... Technical/Case Interviews
- 4 ..... Follow-Ups
- 5 ..... Speed Dating!

# THE INTERVIEW PROCESS

## TYPES OF INTERVIEWS

- Behavioral Interviews
- Technical Screens and Interviews
- Case Interviews

## INTERVIEW TIMELINE

- Depends on role
- Phone/technical screen typically comes first
- Longer behavioral, technical/case interview comes later

# BEHAVIORAL INTERVIEW STRATEGIES

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- Research company, role, and interviewers
- How you communicate is equally important to what you communicate
- Practice mock interview questions

## ELEVATOR PITCH

- 30-60 second long pitch of who you are
- Talk about experience, goals, and why the role is right for you



## STAR METHOD

**S** → Situation - set the scene

**T** → Task

**A** → Action

**R** → Result

## STAR METHOD

S → Situation

T → Task - what you had to accomplish

A → Action

R → Result

## STAR METHOD

S → Situation

T → Task

A → Action - what your course of action was

R → Result

## STAR METHOD

S → Situation

T → Task

A → Action

R → Result - what changed due to your action

# STAR Method Example

- **Question:** *Tell me about a time when you encountered a difficult situation and how you resolved it.*
- **Situation:** *I was working as a retail manager at a department store during prom season. A customer purchased a dress online and had it delivered to the store. One of my associates accidentally put the dress out on the floor, where another customer immediately purchased it.*
- **Task:** *I knew I needed to make this right for the customer for my own service standards and to uphold the reputation of the company.*

# STAR Method Example

- **Action:** *Before calling the customer to let her know about the mistake, I located the same dress at another store location nearby. I ordered it to be pressed and delivered to her home the morning of prom, along with a gift card to thank her for her understanding.*
- **Result:** *The customer was so thankful, she wrote us a five-star review on several review sites.*

## OTHER BEHAVIORAL TIPS

- Have a list of anecdotes/scenarios to reference during interview
- Not every answer needs to be long
- Don't feel pressured to immediately start answering questions - take time to think!

## OTHER BEHAVIORAL TIPS

- Show personality! Behavioral interviews are so the company gets to know *you*
- Think of the interview as a conversation- don't stick to a script



# TECHNICAL / CASE INTERVIEW STRATEGIES

## TECHNICAL/CASE STRATEGIES

- Testing your thought process more than correctness
- Explain each part of your reasoning in solving problems (whether in code or speaking)
- Vary in intensity and content based on company

## TECHNICAL/CASE STRATEGIES

- Preparation and confidence are **key**
- Don't rush through problems - take your time to work through the logic

## CODING INTERVIEW RESOURCES

- Leetcode
- GitHub Repositories
- Look to Reddit for specific companies

**FOLLOW-UPS**

## FOLLOW-UP QUESTIONS

- Always ask a couple questions at the end of any interview
- Have at least 3-4 prepared questions in case some get answered during the interview

## **FOLLOW-UP ETIQUETTE**

- **Always send personalized thank you e-mails/notes to your interviewers!**
- **Connect with them on LinkedIn**

## HANDLING REJECTION

- Rejection can be difficult, especially at this stage in recruiting process
- Remember that making it to an interview is an accomplishment in and of itself!
- Any kind of interview experience makes you better at interviewing



# Speed Dating!

- Get in two lines facing each other
- Take turns answering the interview question that pops up on the screen as if they were your interviewer (~90 sec each)
- Everyone in the line closest to the screen move one person to the right

**Tell me about yourself. (elevator  
pitch)**

**Tell me about a time you had a  
conflict with a teammate or coworker  
and how you resolved it.**

**Remember the STAR method! Situation, Task, Action, Result**

**Talk about a time when you had to  
manage multiple tasks or  
responsibilities.**

**Talk about a project that you're proud of (could be personal, school, anything).**

**You're working on a team project, and one of your teammates consistently misses deadlines. You've already tried gently reminding them, but the issue persists. How would you handle the situation while maintaining a positive team dynamic?**

**Tell me about a time you demonstrated leadership, even if it wasn't in a formal role.**

**Thank you!**

**Reach out to me if you have any questions, and good luck with your interviews :)**