

INTERVIEW HANDBOOK



We're excited to have you interview with our team! Here's an overview of our interview process* to help you prepare and shine.

Recruiter Interview

30-45 min with one of our recruiters. In this phase, we explore your skills, interests and unique personality to ensure you can thrive within Loop's vibrant culture. We also want to know your passions, values and aspirations to support you in being your most authentic self. This is also the moment we will set expectations around the assessment process and explore a number of administrative topics such as salary and time to start.

Online Assessment / Criteria Test

The next step is the online assessment, where we delve deeper into your skills and personality. The assessment consists of two parts: Part one is a cognitive aptitude test. It covers logical thinking, verbal skills, spatial skills and all the standard stuff.

Part two is where we'll explore how your personality will evolve our company culture at Loop. Interested in preparing for the test beforehand? Feel free to utilize this [link](#).

Hiring Manager Interview

45 minutes interview with the hiring manager. This interview is all about you and your expertise. We'll dive deep into your technical skills, career journey, and remarkable accomplishments. This is also your chance to gain valuable insights into the role, responsibilities, and exciting projects ahead, all while getting acquainted with your potential manager.

Business case

We're eager to explore real projects and exchange ideas with you. First, you'll receive a case a before your interview to prepare in the comfort of your own space (depending on the set up it can be few hours, a day or a couple of days before). Then, we'll come together for one hour to engage in discussions and stimulate Q&A session, where you'll have the opportunity to showcase your skills and demonstrate how you thrive in a collaborative, solution-oriented environment.

Team & Stakeholder Interview (optional)

At this stage we will arrange for you to meet the team and stakeholders giving you insights and first-hand experience of our vibrant culture.

Executive Interview

This is normally a final interview with the VP or a Head of the department you will be joining if hired. It is focused on our value: Thinking Big where the interviewer checks strategic thinking of the candidate and might ask extra technical questions that were not covered in the previous stages.

Decision Time

Our Talent Acquisition team will keep you up to date with whatever and whenever the outcome of the process is. We always endeavor to provide candidates with clear feedback.

*this is a standard process that may be subject to change depending on the role needs and necessity to check extra skills in additional meetings.

STARR Technique

As you prepare your answers, especially for situational questions, consider the STARR approach. We encourage you to use this technique throughout the process. This method allows you to present your experiences in a structured manner:

- **Situation:** Describe the context.
- **Task:** Explain your responsibility.
- **Action:** Detail the steps you took.
- **Result:** Share the outcomes of your actions.
- **Reflection:** Offer insights on what you learned or how you might approach it differently next time.

Research Loop Earplugs

A deeper understanding of our products, culture, and mission can assist in aligning your responses to our company's perspective. You can also find exciting information about life at Loop [here](#).

Discover our Values

We encourage you to explore our company [constellations](#) to understand what sets us apart and how our own values align with yours.

Questions for Us

Remember, an interview is a two-way street. Come prepared with any questions you might have. This shows your enthusiasm and interest in the role and company.

We are eager to explore this journey with you. Wishing you the best in your preparation. See you soon!

