

## Congratulations on reaching this stage of the interview process!

### What to expect

GoFundMe and Classy's interview process is as much about you getting to know us as it is about us getting to know you. Our goal is to ensure you come out of your conversations with an enhanced understanding of who we are, what the role and team is all about, and how we align with your career aspirations. You'll be asked a variety of questions that cover your past experiences, how you might handle future scenarios and, for some roles, you may be asked to demonstrate a skill. Whatever the question is, we're looking for insight into how your experiences, knowledge, motivation and passion are packaged together and how you leverage them professionally.

### Behavioral interviewing tips

This stage of the interview process focuses on assessing your soft skills, communication abilities, and how well you fit within our team and organizational culture. We want to understand how you handle various situations, collaborate with others, and solve problems. It's your chance to showcase your interpersonal skills and professional demeanor.

### STAR method

We recommend that you use the S.T.A.R. Method to go over the situation, since it helps organize the information and convey it in the best possible way: describe the **Situation**; describe the **Task** you were responsible for; describe what **Action** you took to complete the task; describe the **Result** or outcome.

### Turning values into action

Together, GoFundMe and Classy are mission driven companies with values rooted in helping people and organizations help each other. Our values are at the core of every decision and action we make, and we aim to hire individuals who align with them.

- Fueled by purpose
- Find a way
- Impatient to be great
- Earn trust every day



## Think of examples

Before the interview, think about a few situations you faced in your job experiences that are related to teamwork, communication, collaboration, problem-solving, analytical thinking, etc. This will help you be better prepared, as sometimes it's difficult to remember situations on the spot.

## Be sure to elaborate

Try your best to provide as much context as you can the question asked and the experience you are describing. Consider the problem and what it shows about your work style - how did you find the problem (or question) and how did you solve it?

## At the end of the day, we're all human

We want to hire good humans that want to do more good in the world. So relax, be yourself, and let's get to know each other!



Have any **questions**?  
Reach out to your recruiter.

## Prepare for your virtual interview:

- **Watch our informational videos** embedded in the messaging from the recruitment team.
- **Review the job description** and make note of any questions you have about it for the manager.
- **Get familiar with your interviewers** via LinkedIn.
- **Show your skills (and self!) in a positive light.** Set your camera up so the light source is in front of you, not behind you. This helps reduce light distortion and glare.
- **Practice logging in ahead of time** to test camera/audio functionality and ensure you are all set before the interview begins.
- **Stressed about what to wear?**  
We aren't a suit-and-tie type of company. Use your best judgment with attire, and know that your interviewer will likely be casual but still professional.
- **Having pre-interview jitters?**  
Practice breathing exercises before the call to calm your nerves. We're excited to meet you and want you to feel your best.