

MAP Meeting 2: Facilitator's Guide

1. Initial Setup & Check-in's (10 minutes)

Start by having each participant share how their search has progressed from their last Accountability Meeting. Discuss how people feel about interviewing. What have your experiences been like? What makes them nervous? What support would be helpful to feel more confident about interviewing?

To introduce the topic, share the following: Interviewing is a skill that requires preparation and practice. Behavioral interviewing and technical interviewing are equally important. Companies will likely require you to conduct at least two behavioral interviews. Behavioral interviews help companies determine whether you will be a strong cultural fit for the organization. It is not always the most technically talented person who gets the job.

2. Large Group Activity - The STAR Method (25 minutes)

a. Setup/Sharing (5 minutes)

Ask the members to describe what the STAR method is. If they are not familiar with the STAR Method, have the participants review the STAR method as presented in the [Interview Basics](#) reading.

b. Written Activity (10 minutes)

Have each member take 10 minutes to write a STAR response to an [interview question](#) of their choosing.

c. Discussion (10 minutes)

Have each member read their STAR response aloud. Ask the member provide each other with feedback.

3. Small Group/Pair Discussion (15 minutes)

Tell the group that an elevator pitch can be used as an answer to “So tell me about yourself”, which is almost always the first question during an interview. A strong elevator pitch is critical because it can set the tone for the entire interview. Also, it can be used for networking events and cold outreach.

Have the participants review the [Elevator Pitch](#) reading and then split into pairs. In pairs, have them brainstorm what they would include in their pitch. Ask them to consider all of their strengths, skills, and experiences - both before and after DBC. Have them write down their pitch and share with their partner for feedback. They can then share with the large group if time allows.

4. Next Steps + Wrap Up (5 minutes)

Do a check-out to see how everyone is feeling after the activities. Ask members to think about how they can support each other with interview preparation. Have them share all the resources they know about that would support their future behavioral and technical interviews. Remind your group to turn to each other if they face roadblocks. Remind them of the importance of practice. Even after developing a strong elevator pitch and answers to multiple

questions using the STAR method, this knowledge doesn't translate to a fluid answer without regular practice. Finally, decide who will run the next meeting and when it will take place.

Facilitation Tips

You may need to play a proactive role to start discussions. Here are a few tips:

1. Ask follow-up questions after members speak

What surprised you about that?

What questions did that bring up?

2. Share personal anecdotes

Relate your past experiences with challenges from your group and inspire others to open up as well

3. Be open and honest

Create a supportive, authentic community