**HOW TO PROVIDE FEEDBACK DURING THE PRACTICE SESSIONS**

Hello Ironhacker! 🤓

If you’d like to, you are encouraged to provide constructive feedback to your colleagues when they volunteer to practise their pitch or play the candidate role in an interview simulation. In this case, please use this document as a guideline. Remember that it has to be short and to the point (max. 1 minute).

Listening to your colleague’s pitch and interview practice, as well as the feedback provided by Career Advisors or colleagues, can help you more than you think to work on your own, so pay good attention!

**OVERALL, IF YOU VOLUNTEER TO PROVIDE FEEDBACK:**

* Briefly highlight the things you especially liked about the intervention.
* Frame the weaknesses as improvement opportunities.
* If you know the person you are listening to, and you believe they forgot to mention something important about themselves, remind them of that.
* Learn from the feedback you provide and try to put it into practice whenever it’s your turn!

# **GENERAL POINTS TO CONSIDER WHEN LISTENING TO AN INTERVIEWEE:**

* Has thanked the interviewer for the opportunity
* Has introduced him/herself providing context to his personal/professional background
* Sounds excited and motivated about the interview and/or about WD/Data /UXUI Design/Cybersecurity
* Is adequately dressed for the interview and has a clean/organised background
* Camera and sound are correct
* The person keeps eye contact with the interviewer and smiles often
* Shows good body language, accompanying his speech with gestures to connect with the interviewer
* Despite feeling nervous, this person sounds comfortable talking about him/herself/themselves and has a confident tone of voice
* The structure of the answers is easy to follow.

# **PITCH PRACTICE**

# **GENERAL POINTS TO LOOK INTO WHEN LISTENING TO AN INTERVIEWEE:**

* The person (interviewee) has included an introductory sentence such as: *“My name is X, I am from/live in Y and I am a (web developer, UX/UI designer, or data analyst), with a background in…*
* If the interviewee doesn’t have any related work experience or work experience at all, he/she/they has put emphasis on the bootcamp and or his/her/their most important project.
* The interviewee has managed to showcase a connection/bridge between their previous background and their interest in tech/their new career in tech.
  + He/she/they has explained why they decided to change their career into WD/Data /UXUI Design/Cybersecurity?
  + He/she/they has mentioned what they are currently studying/working on (bootcamp, projects, etc.)
  + He/she/they has explained what their current professional interests are (what role, type of company, values, etc.)
* He/she/they has highlighted the value they can bring to the company/role/team.
* Max 2 minutes long.
* It sounds natural (even if they read it).

# **HR INTERVIEW SIMULATION**

# **GENERAL POINTS TO LOOK INTO WHEN LISTENING TO AN INTERVIEWEE:**

* He/she/they take their time to understand the question and answer.
* Whenever they talk about something that can be seen as *negative* (conflicts with previous managers, mistakes, weaknesses, etc.), he/she/they speak with great care, respect and complete the answer by mentioning what they do/did to solve the situation or to improve it.
* He/she/they show passion/interest in the way they speak and in their non-verbal communication (facial expressions, gestures, eye contact)
* They use the STAR method to talk about their behaviours.