

Company Name: Thorogood Associates
Location: Bangalore
Presence: India, UK, USA
Domain: Business Intelligence and Analytics Consultant

Their selection process is highly intuitive and realistic. I personally found it the best interview process of all.

First round

Online exam (on Campus) — 1 hour

Test consisted of 2 sections:

1. Communication / Essay writing: 15 minutes are given to write any one of the two essay options.

They options were

- i) Moving to a new city for job, what challenges do you apprehend and how do you think you can overcome them
- ii) (I do not remember it clearly) What do you expect from the company or how you thin will be your work life

I chose to write on the first one. The same questions appear every year.

2. 20-22 aptitude questions including Data Interpretation, Data Sufficiency and Basic Quants. The time given for this section was 45 minutes. Different questions carry different marks.

Suggestions: Practice well for the aptitude. Have an outline of the essay in your mind beforehand as 15 minutes look long enough at first but once you start writing, you realize it is not much.

Second Round

F2F Interview – 30 minutes

Do not expect much of technical questions. I was asked none. This round focusses on judging how well you convey something to someone.

It started with the “Tell me about yourself” question. Then they asked me if I was willing to move to Bangalore for this job. Most of the questions were from my resume, the projects and coursework I did, the roles I played in college and anything that was related to anything on my resume. The interviewer may not himself be aware of the things you are telling them but that’s the whole point of it, how good a picture of something you can create for them, they do not know much about. There were some questions on how I handled some difficult situation in a particular project, using a particular technology or issues in team work. There were some personal questions such as do you help people, or have you influenced someone, has something inspired you. All they wanted to see was how motivated I was.

Suggestions: Know your resume well. Be clear with everything you mention on your resume and analyse why you made certain decisions. Be really confident and relaxed.

If qualified, you will be called to their Assessment Centre, Bangalore Office for a “Full Day Assessment” where they will bear all the expenses of your travel and accommodation.

Third Round

Full Day Assessment

This round is split into 4 sub rounds

1. **Case Study** – They will give you a case and all the details pertaining to it. You will be asked to suggest the best solution.

We were given that a solution company has 4 different choices to take up a project from. The requirements and duration of each project were given. We had to find the amount the company should quote for each of these projects. Also, which project (or combination of projects) should the company take up and why.

Suggestions: It may seem a bit out of the blue and confusing in the beginning but go through the whole case once and things will start falling in place. Also, do not look only at the monetary aspect when arriving at the solution. Have a good explanation for anything you say.

2. **Fact Finding** – You will be given a vague storyline and there will be a resource person who you can question for details. You need to find out as many details as possible to arrive at a conclusion.

I was given that a guy called Sheldon has to organize a team building day for his employees and he has 4 options. Which one would you suggest him to choose? No other information was given. I was supposed to gather as much information as possible in 15 minutes. Then I suggested the option I thought was the best and the resource person gave me more information and asked me if I wanted to stick with my answer or change it.

Suggestions: You'll be given 5 minutes to think of what all to ask. Think as if you want to organize this, what all factors you will look at. Use all the time given and do not jump to a conclusion early. Also, do not change your answer until and unless you feel there is a major flaw in your choice. Have good arguments to support your answer.

3. **Group Activity** – We were a group of 8 people. We were asked to design an airport.

The only thing that matters in this round is how well you communicate your ideas and how well you understand other's. It is not about keeping your point above all but about how much you can appreciate a good idea irrespective of who it comes from.

Suggestions: Listen to others instead of just imposing your ideas. The outcome of the given task does not matter at all. It's all about how well you can work with people and give credit where it's due.

4. **Interview** – Similar to round two. This round had nothing but questions to check the behavioural aspect. There were questions like why did you choose to take up two posts at the same time in college, which subjects do you find difficult, how did you manage issues in team projects, do you go out of your way to help people, have you ever received criticism for an action or work of

yours, how did you complete projects which were supposed to be done in a particular language you didn't know much about and many more.

Suggestions: Be as honest as you can. Do not think that answering a question honestly might bring out some negative trait of yours, after all, the interviewer knows it too that no one is perfect.

Do ask some good questions to your interviewer. This reflects your passion and interest in the job and company.

It was a 10 day long process but it was worth the wait. I had an amazing experience.

Wishing you the very best!

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