@NisthaTripathi

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75% HR recruiters use behavioral questions to assess if you are a good fit

Prepare these **5 stories to crack any HR interview!**

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1. Leadership Story

that shows you are good at influencing others

"I delegated specific daily tasks to team members based on individual strengths"
"I created a visual progress tracker to measure our weekly objectives as we reached our end-goal by our deadline"

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2. Teamwork Story

that shows you are a great teamplayer

"My team and I made an action plan to have each person cover a specific area so that no customer would be an oversight and go without assistance"

"We encouraged each other to ask for help if needed"

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3. Accomplishment Story

that shows you can tick off your goals

"I was hired to create a new marketing plan, which I designed and implemented without any guidance. Within 6 months, we were achieving 20-25% above our goals, and my marketing plan brought in an additional $3 million in revenue for the company through the second half of last year"

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4. 'Overcoming a Hurdle' Story

to show you can surpass challenging situations

"Two team members were let go & I was left with the workload of three people. I fell behind & knew our delivery would be affected, so I asked my manager for help. We came up with a solution that involved getting temporary help from another team, and streamlining our team's processes to be more efficient"
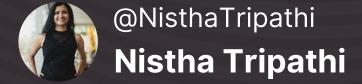
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5. Failure Story

that shows you learn from your mistakes

"In order to please a client, I told them we could finish the project within 2 weeks. I thought this was doable, but it ended up taking three weeks and they were not happy. Looking back, I realized it is better to underpromise and overdeliver. Now I always keep a buffer in my estimates"

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Employers don't care how talented you are — they need to know how you can help them solve their problem.

Focus your responses on relevance, rather than achievements. Show them you are a great FIT for them.

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