

correlation.·one

TECH FOR JOBS

# SESSION GOALS

**By the end of this session, you will be able to:**

- Learn about behavioral interviews, why they are important
- How to prepare yourself for the interview
- Learn how to answer critical questions
- Tips and trick that will help you overcome issues that might arise





Guest Speaker

correlation.one  
TECH FOR JOBS



## SHAHED ATIEH

MENA Director of Operations at Correlation One  
USAID Tech for Jobs Chief of Party

### Bridging Neuroscience, Creativity & Workforce Development 💡

With over a decade of experience in human capital development, digital learning, and neuroscience applications in education, Shahed is passionate about unlocking human potential and driving systemic change. Currently pursuing a Master's degree in Applied Neuroscience at King's College London, she specializes in exploring the experiential intersection of cognitive science, mental health, and creative education to innovate and transform lives.

As MENA Director of Operations at Correlation One, she leads impactful digital skills training programs in partnership with governments and organizations worldwide with a focus on scalable and market-driven solutions for global labor challenges. Her work connects underrepresented communities to future-ready careers while solving market inefficiencies.

🌸 What she's exploring now: How creativity and mindfulness can transform education and mental health and the role of applied neuroscience in building scalable and sustainable solutions for global challenges.





**How do you feel about job  
interviews?**





An **interview** is a conversation between a potential **employer** and a **candidate**. It serves as a selection process that helps the employer assess the candidate's **skills and qualifications**, while also allowing the candidate to evaluate if the opportunity is a **good fit for them**.

# Resume → Interview → A hiring decision

*Science* → *Art* → *Starting point*

Who do managers hire?

- Generally qualified
- **People they like** (professionally *NOT* personally)
- People who will not create problems for the team or the business
- People who are excited and enthusiastic



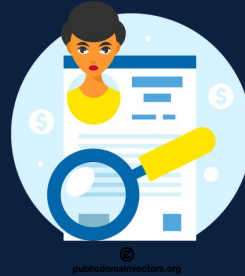
## Things we forget about interviews..

**I am shortlisted, not selected. The interviewer will:**

- Register an impression of my presentability
- Validate my claimed experience and skills
- Evaluate my verbal and non-verbal communication
- Assess my compatibility with existing team members

**I need to assess the employer and opportunity in terms of:**

- Role expectations
- Management style
- Validity of the opportunity (subjective)
- Alignment with career goals
- Company culture
- Where do I fit? (learn, create, sell)



# Interview Process





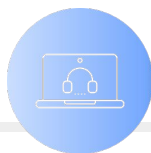
# Interviews and Recruitment Processes

*You are likely to experience at least 2 of the following:*



## Initial Screening

- Phone or video call with HR/recruiter
- Basic qualification verification
- Salary expectations discussion
- Overview of the role and company
- Assessment of communication skills



## Technical Assessment

- Take-home assignments
- Technical screenings for specific skills
- Portfolio review
- Writing samples or presentations
- Skills-based practical exercises



## Main Interview(s)

- Behavioral interviews
- Situational questions
- Role-specific technical discussions
- Problem-solving scenarios
- Department/team fit evaluation



## Final Stage

- Meeting with senior leadership
- Detailed discussion of responsibilities
- Compensation negotiation
- Benefits review
- Timeline for decision



## Post-Interview

- Reference checks
- Background verification
- Offer letter
- Contract negotiation
- Start date coordination





# What Are the Different Types of Interviews?



## Screening interviews

- Phone or video
- 15 to 30 minutes
- With HR/recruiter or hiring manager
- General questions about your interest, background, communication skills, and salary requirements



## Behavioral interviewing

- Video or in person/ one-on-one or panel
- Several hours
- With hiring manager and/or other colleagues
- Open-ended questions about your skills and experience (problem solving, handling pressure, conflict resolution, time management, collaboration, adaptability)



## Technical interviews

- Various styles and formats
- 45 to 60 minutes
- Assess your technical skills
- Mix of soft and hard questions



## Final round

- Video or in person
- 30 to 60 minutes
- With team manager
- Determine best fit among finalists
- Conversational style



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# We are always interviewing even outside these interviews

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# Behavioral Interviews

## Behavioral interviews' mental framework

- Helps an employer to:
  - a. predict your future behavior based on your past experiences
  - b. assess your compatibility with the team
  - c. rule out/eliminate red flags from their own past experience (usually in follow-up questions)
- Helps me:
  - a. demonstrate skills: communication, problem solving, attention to detail, learner's mindset, project management, teamwork, leadership, and creativity
  - b. show your added value beyond the role
  - c. ask questions to clarify your understanding of the opportunity/role

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## Behavioral interviews' **unproductive** mental framework

- Helps an employer to:
  - a. judge me
  - b. pretend they interviewed only to give the role to a family member or a friend
  - c. announce fake vacancies
- Makes me:
  - a. waste my time and energy
  - b. lose confidence
  - c. experience rejection

## SOAR

- Situation
- Obstacle
- Action
- Result



## STAR

- Situation
- Task
- Action
- Result

## STARL

- Situation
- Task
- Action
- Result
- Learnings

## STARI

- Situation
- Task
- Action
- Result
- Impact

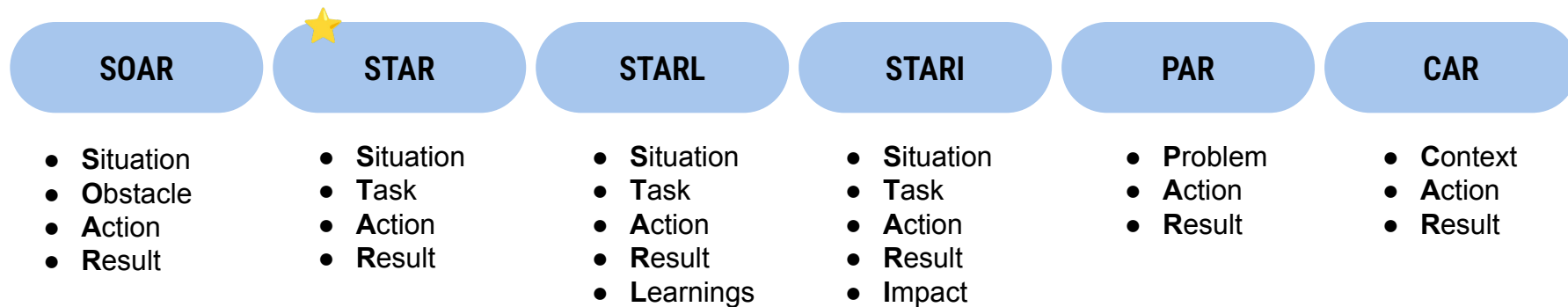
## PAR

- Problem
- Action
- Result

## CAR

- Context
- Action
- Result





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**Context** → **Action ('I')** → **Result** → *Sentiment*

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- Situation
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## PAR

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## CAR

- Context
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Context



Action ('I')



Result



*Sentiment*

- Clarity ✓
- Evidence of skill ✓
- Connection ✓

# The hiring manager's during the interview is for:

Teamwork and  
Collaboration

Problem Solving  
and Innovation

Leadership and  
Influence

Adaptability and  
Change  
Management

Handling Pressure  
and Stress

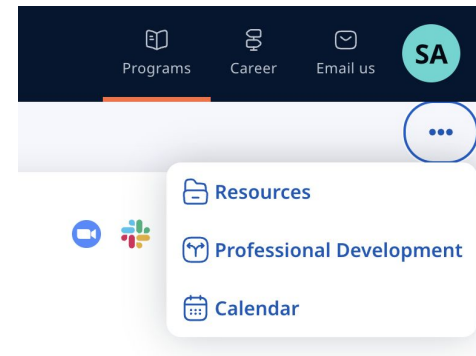
Effective  
Communication

## Behavioral Interviewing Guide



## Professional Development

Below please find links to resources we will regularly use and reference throughout this course.



Resumes & Cover Letters | Interviewing | Resumes & Cover Letters



### Behavioral Interviewing Guide

Have questions or concerns about your LinkedIn security? This guide will help you use LinkedIn effectively and tailor its privacy settings to meet your level of comfort.

**Break Time** 😎  
Coming back in 10 minutes 🦊





**Share with us your least favorite  
interview questions?**





## **Behavioral Interviewing Worksheet**

This guide contains 3 simple steps to propel your career success using LinkedIn.

## GETTING TO KNOW YOU QUESTIONS

| QUESTION   | WHAT THEY ARE ASSESSING  |
|--|--|
| Tell me about yourself.  | What have you done in the past, what are you doing now, and where are you headed? You can also explain key transitions.  |
| Tell me about your work experience.  | What have you accomplished professionally? What can you summarize about your resume? How can you highlight the most impactful moments?   |
| Why are you interested in this role?   | What brought you to this field? How do you know it is a fit? Do you demonstrate understanding of the field and genuine enthusiasm?   |
| Why are you interested in this company?  | Have you researched how they work, and is it aligned with what you're looking for? What type of environment is right for you? Are you only focusing on your needs rather than contributions? |
| What's one thing that's not on your resume that you would like me to know about you? | Are you a dynamic person with interests outside of work? Why is it important for them to know this about you?  |

**SELF-AWARENESS QUESTIONS**

| QUESTION   | WHAT THEY ARE ASSESSING  |
|--|--|
| What would you say is your greatest strength and weakness?               | Are you accurately in tune with yourself? Is your answer genuine? In your weakest professional experience, what did you learn from it? |
| Where do you see yourself in five years?                                 | Are you going to leave our company quickly? Are you ambitious? Have you thought about your future?                                     |
| Tell me about something you've accomplished that you are proud of.       | What's important to you?   |
| Tell me about a time where you were given feedback. How did you respond? | Are you answering genuinely? Is there a lesson you took away from the experience that you incorporate into your professional self now? |



**COMMUNICATION, TEAMWORK & LEADERSHIP**

| QUESTION  | WHAT THEY ARE ASSESSING  |
|---|--|
| Tell me about a time you encountered conflict on a team. How did you handle it?                         | Can you work through uncomfortable situations? Did you handle it appropriately? Did you 'go negative'? What did you learn? |
| Have you ever had to explain a technical concept to a non-technical person? Can you tell me about that? | Can you work across departments and business areas? Are you clear and concise? How did you know they understood?           |
| Give me an example of a time you had to present a problem or new idea to the team?                      | What is your process? Are you a strong public speaker?   |
| Tell me about a time you took the lead.   | Do you display leadership qualities? What type of leader are you? Can you take initiative? Can you motivate others?        |

**COMMUNICATION, TEAMWORK & LEADERSHIP**

| QUESTION  | WHAT THEY ARE ASSESSING  |
|---|--|
| When you're working in a group, what role do you tend to play?                        | Do you have strong self-awareness into your contributions to group dynamics?   |
| Tell me about a time you had to make a decision that was unpopular.                   | Are you able to make tough choices and stand your ground? Were you adequately sensitive to others' perspectives?                                       |
| Tell me a time when you had multiple tasks to prioritize?                             | Are you good at time management? Can you organize tasks by priority?   |
| Tell me a time when you were working on a task or project that didn't go as expected. | Can you troubleshoot issues? If you encounter an issue or delay, how do you communicate that and move forward? What did you learn from the experience? |

**TAKING INITIATIVE**

| QUESTION   | WHAT THEY ARE ASSESSING   |
|--|---|
| Tell me about a time you improved on a process or workflow.                            | Are you good at identifying process improvements, or comfortable with the status quo? Can you implement it?         |
| Give me an example of a scenario when you went above and beyond what was asked of you. | Are you going to do the bare minimum, or are you going to excel in this role? What type of worker are you?          |
| Tell me about a time you set a goal for yourself and achieved it.                      | Are you self-motivated or do you need others to give you instructions? Can you follow through on what you start?    |
| Give me an example of a time when you had to ask for help at work. Was it difficult?   | Are you able to ask for help appropriately? Will you waste time struggling rather than collaborate with your peers? |



# How to Prepare for the Interview



## Quick Checklist:



### Research Ready

- ☐ Company background
- ☐ Role requirements
- ☐ Your key achievements
- ☐ Questions to ask



### Logistics

- ☐ Confirmed time & location
- ☐ Phone charged
- ☐ Planned route
- ☐ Early arrival (15 mins)



### Professional Image

- ☐ Interview outfit ready
- ☐ Phone on silent
- ☐ Groomed appearance



### Virtual Interview Setup

- ☐ Device charged
- ☐ Camera & mic tested
- ☐ Quiet background



- **Arrive 10 minutes early**
- **Take notes to capture important details**
- **Make sure your camera and microphone are working properly**
  - **Background and audio quality for virtual interviews**
    - Clean, uncluttered background without noise or possible distractions
    - Test your audio and video quality before interviews: borrow a laptop or a mic from a friend if you need to.
- **Being mindful of distractions:**
  - Phone on silent, apple watch on silent, notifications on silent. Even a quick glance at your phone or watch could signal disinterest.
- **Keep responses between 30 seconds and 2 minutes:**
- **Use 'I' statements instead of 'We'**
- **Be mindful of your body language and facial expressions**
- **Take a quick moment to think before you speak instead of rushing to answer**



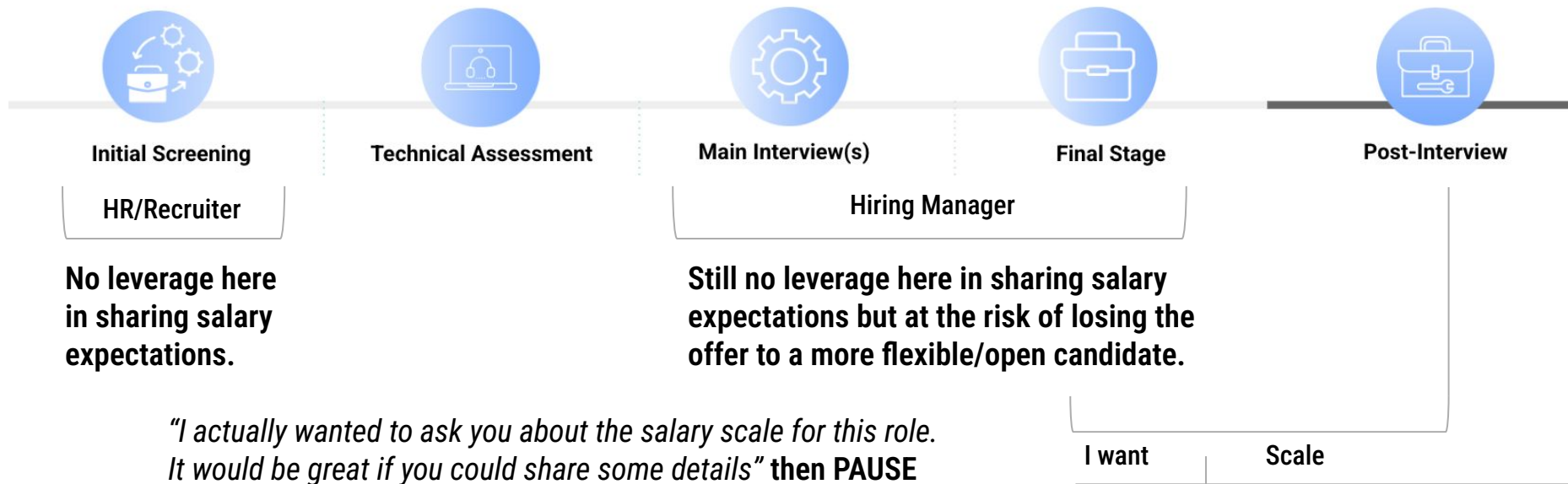


## Don'ts

- Badmouth previous employer
- Read from a script
- Say too little or be brief with your answers.
- Give generic answers
- Undersell or oversell your achievements
- Ramble and speak for too long
- Be afraid to ask for clarification if you don't understand a question
- Get defensive
- Ignore the interviewer's cues
- Overthink an error



## What's your expected salary?



| I want | Scale                    |
|--------|--------------------------|
| 500    | 600 - 800                |
| 1000   | 1200 - 1500              |
| 1500   | ~ 2000                   |
| 2000   | 2000 min. OR 2500 - 3000 |



## Managing nerves, anxiety, stress, freeze *AND* overconfidence, arrogance, indifference

- **Acknowledge your feelings + stick to the mental framework**
- **Shift Your Perspective:**
  - Embrace the mindset that interviews are enjoyable opportunities for growth. Whether you get the job or not, every interview prepares you to be more confident for the other ones in future.
  - No single interview defines your career path. An interview that doesn't lead to a job only means that you weren't a match, it does not reflect on your value as a person.
- **Practice, practice, practice:**
  - Practice talking about yourself out loud, not just in your head.
  - Schedule a mock interview with your CSC. Mock interviews reduce anxiety by giving you a feel for real-time responses and feedback.

## Managing stutter (rooted in anxiety)

*"The stutterer must conquer his own problems. No one else can do it for him."*

– Charles Van Riper, Speech-language pathologist

- **Recommended to follow [self-therapy for the stutterer](#) by Malcolm Fraser, Founder of the Stuttering Foundation of America, for those who:**
  - have no physical defect or impairment of your speech mechanism. Check by asking yourself:
    - do I stutter when I read?
    - do I stutter when I talk to myself?
    - do I stutter when I think out loud?
      - If all 'no', chances of physical defects are extremely low
  - are unable to afford the services of a speech pathologist

*Note: never stay away/avoid words. This increases your chances of stuttering.*

## ☀ Practice Interview with Your CSC

This week, your goal is to practice an interview with your Career Success Coach (CSC). Treat it like a real interview to get hands-on experience and valuable feedback.

### 🔧 Assets (optional/recommended):

✨ **Session Slides:** Refer to the slides on interview techniques and strategies.

📄 **Job Description:** Choose a job you would like to apply for and share the job details with your CSC.

👛 **Interview Preparation:** Research the role and prepare for a real interview, practicing answers to common questions.

### 📝 Assignment Details:

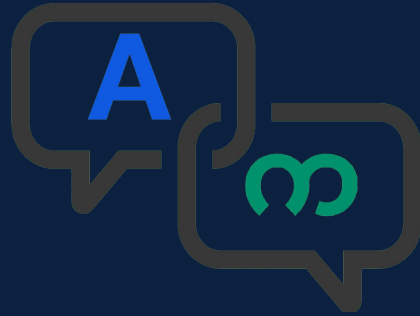
- Choose a new **CSC** for this session to get a fresh perspective.
- Schedule a **20-minute mock interview** with your CSC.
- Treat the session as a real interview—choose a job you're interested in and act as though you are interviewing for it.
- Make sure you **come fully dressed** as if it's a real interview.
- Receive **real feedback** from your CSC on your performance, including strengths and areas for improvement.

### 🌐 The Assignment:

Submit a brief reflection on how the practice interview went and what feedback you received. Share what you learned and what you'll improve for future interviews.

Looking forward to seeing your progress! 😊





# Q&A

