
Strategic Preparation for Interviews

Career Lab

Welcome back!

- September 1st – First Company Presentation
 - September 16th – David Ohrvall Case Interviewing
 - September 17th – Company Presentation Day
 - September 18th – MBA Networking Forum
 - September 23rd to 26th – National Black MBA Conference
 - October 12th to 16th – Career Week
 - November 10th – First Resume Drop
 - January 5th – First interviews for IB
 - January 13th – First interviews for all
- 
- Great job!

Check CMC Connect daily!

Stay current with the MBA Events Outlook calendar. Key dates will be included soon. Recruiting events are updated continuously.

Trivia!

How many people have written at least two 'thank you' emails after the Networking Forum?

Today's agenda

- Welcome BCC Consultants!
- Mock interview
- Mock interview debrief
- Common questions & STAR
- Interview prep best practices
- Q&A

Mock interview



Mock interview debrief

- Which question(s) was answered well?
- Could you discern a style or format to the responses?
- What type of answer do you think the interviewer prefers?
- Why do you think it's important to have a format?

Importance of preparation



Start early

Interviewing is a learned-skill and takes significant practice



Development of stories

Use your resume bullets to help you craft your answers



Get done early

The more you do now, the more company-specific research you can do closer to interview time

3 types of questions

General

- Why do you want to work at our organization?
- What are your three top skills?
- How would your classmates describe you?

Behavioral

- Tell me about a time when you motivated a group of people?
- Give me an example of when you used data to make a decision?
- When did you encounter an unforeseen problem?

Case

- How many Uber drivers are in NYC driving right now?
- Would you launch X product in Y circumstances?
- What is the NPV given XYZ...

Bulleted approach can work well

What are your strengths?

My 3 key strengths are 1,2,3; let me share with you an example of when I demonstrated those strengths...

Why would you like to join our firm?

There are many reasons; however, here are my top 3: 1,2,3.

Why should we hire you?

Well, that's a fair question and I know that you've spoken with many of my talented classmates. However, let me provide you with 2 reasons I'm differentiated from the other individuals you've spoken with: 1,2.

Most interview questions are behavioral

- Tell me about a time when you dealt with ambiguity.
- Give me an example of a time when your supervisor was wrong and how you handled it.
- Tell me about a time when you worked with a team lacking a clear leader and the team was having a hard time meeting its goals and objectives? What did you do? What was the outcome? What did you learn?
- Describe a situation in which you had to influence a peer to cooperate with you. What was your approach?
- Walk me through a situation in which you had to do research and analyze the results of a project.
- Describe a time when you decided you should change your actions or approach in order to respond to the needs of a situation.
- Tell me about a time when you had to re-write the rules.
- Tell me about a time when you made a bad decision.

Prior action
informs future
action

The framework for STAR

- 1.5-3 minute response
- S – Situation – What happened and why did it prompt action?
- T – Task – What was the specific problem or challenge?
- A – Action (3x) – How did you overcome this challenge?
- R – Result – What was the outcome? How can you quantify this?

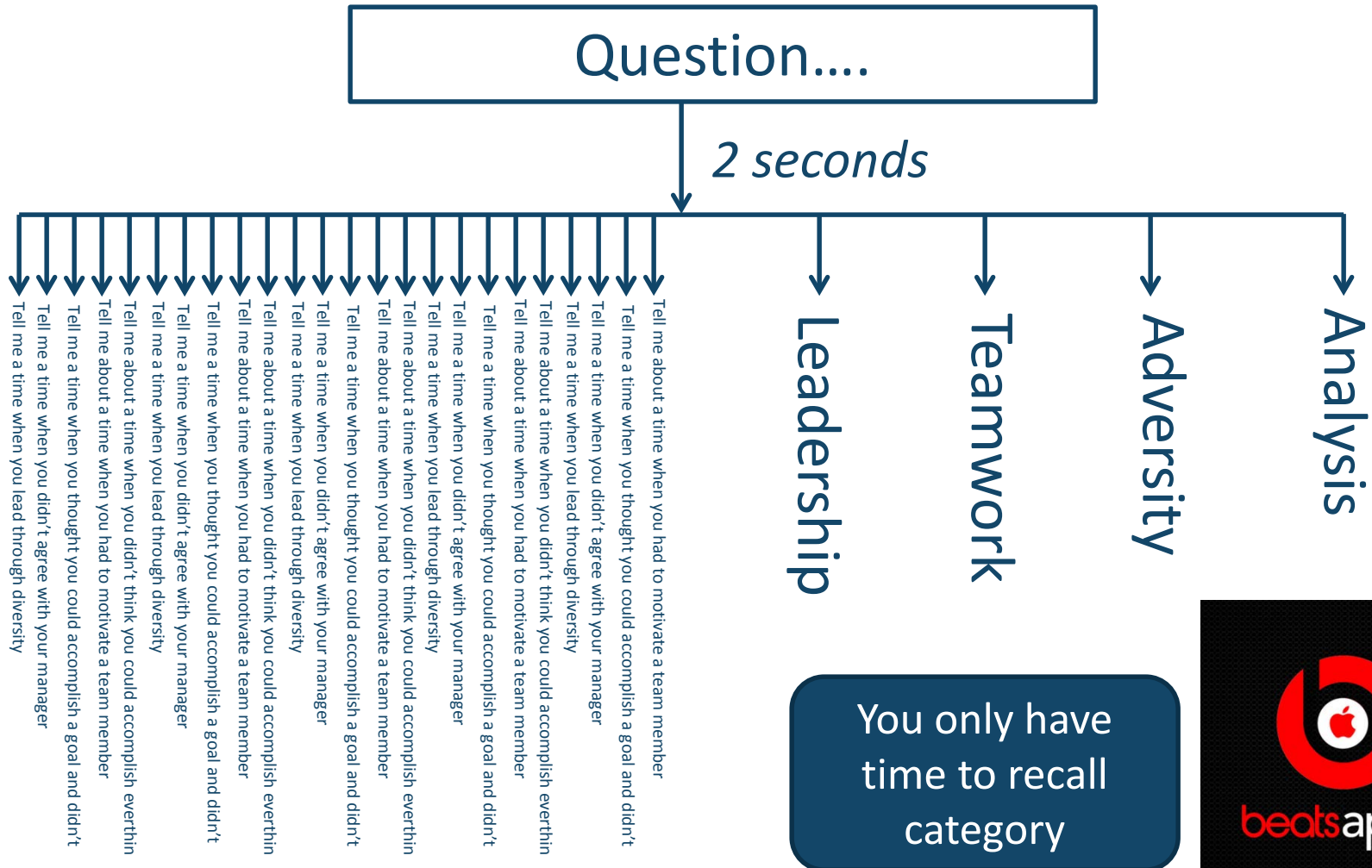
S/T 20% of response

A - 60% of response

R - 20%

Sound similar to resume PAR?

Why you need to think like Beats



Therefore, create categories

Initiative

Leadership

Problem-
solving?

Creativity /
Innovation

Collaboration

Communi-
cation

Overcoming
obstacles

Dealing with
ambiguity

3 STAR stories for each category (seriously)

So how should you prepare?

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Professional Training & Consulting
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Behavioral Interview Questions

AMBITION

- ❖ Give an example of an important goal that you've set in the past. Tell us about your success in reaching that goal.
- ❖ How many hours a day do you put into your work? What are your organizational skills at work?
- ❖ Tell us about a time when a job had to be completed and you were able to focus your attention and efforts to get it done.
- ❖ Tell me about a time when you showed initiative and took the lead on a team project.
- ❖ Tell us about a time when you demonstrated too much initiative and what was the result?

TEAMWORK/INTERPERSONAL

- ❖ Tell me about a time when you worked in a team in which the members did not get along. What was your role and how did you handle it?
- ❖ Describe your involvement in a team project. What was your role? What did you contribute to this?
- ❖ Describe a team project that you were involved in. What was the goal? How did you contribute to accomplishing a task?
- ❖ Give an example of a time when you worked with a difficult person. How did you handle it?
- ❖ Tell us about a work experience where you had to work with someone who was not motivated. How did you handle it?
- ❖ Tell us about a time when you had to work with someone who was not motivated. How did you handle it?
- ❖ When was the last time you had a conflict with a coworker? How did you resolve the situation and how?
- ❖ What would your coworkers or supervisor say about your communication skills?

CHANGE MANAGEMENT/MULTITASKING

- ❖ How many projects do you have going on at once?
- ❖ Have you ever had to manage a project that was changing constantly? What was the result?
- ❖ When was the last time you had to manage a project that was changing constantly? What was the result?
- ❖ Which of your projects do you think was the most challenging? Tell us how you handled it.
- ❖ Tell us about a time when you had to manage a project that was changing constantly. How did you handle it?
- ❖ Give us a specific example of a time when you had to manage a project that was changing constantly. How did you handle it?

PROBLEM SOLVING/ANALYTICAL

- ❖ Tell us about a time you did something completely different from the plan and/or assignment. Why did you do this? What was the result?
- ❖ Tell us about a time when you had to analyze information and make a recommendation. Were you successful with that recommendation?
- ❖ Give us an example of when you identified potential problems and resolved the situation before it became more serious.
- ❖ What are some of the problems you have faced, such as between one department and another, between you and your peers, etc. How did you recognize the problems and how were the problems handled?
- ❖ Tell us about a time when you influenced the outcome of a project by taking a leadership role. Give us a specific example of a project and tell how you kept those involved with the project informed in the process.

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- Use lists merely as guides
- Search for different types of lists
- Understand the common themes / categories of questions

What's a great way to practice?



25 unique stories needed

Drop sample questions here (empty 😊)



Answer allocation guidance

10% Volunteer

20%
UNC-related

60-70%
Prior work
experience
related

3 parts of strategic preparation

1

Know yourself

- Career Action Plan
- Identify your strengths, skills, and knowledge
- Minimize your weaknesses
- Know your resume (everything is fair game!)

2

Know the research

- Review job description
- Read annual report
- Company: CEO, stock, etc.
- Conduct industry research: players, characteristics, strategies

3

How you “fit”

- How are your skills transferable to the target position?
- Provide examples of each major skill category
- Share your key strengths and alignment with role

Interview etiquette



Start and end with the golden smile

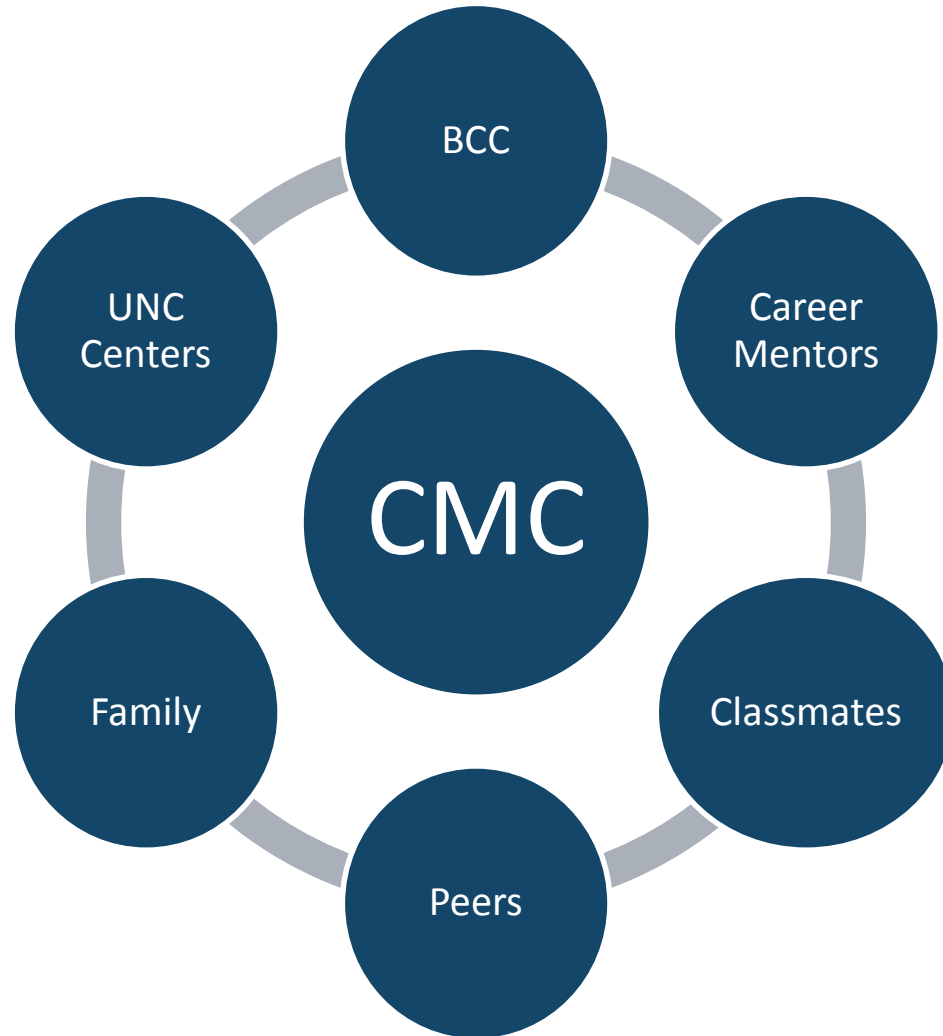
Use that firm handshake

Be cognizant of friendly body posture

Show enthusiasm and gratitude

Always stay in role

Many options available for practice



Want more resources?

- Check out Canvas Interview section!
- Also includes some function-specific

