

Interviewing

Interviews are your chance to show what you bring to the table, and to learn more about the organization and role. Think of them as a two-way conversation, not just a test.

Preparing for An Interview

- Research the organization's mission, culture, and goals so you can speak confidently about how you'd contribute.
- Ask ahead about the interview format if possible. Knowing what to expect helps you prepare thoughtful responses.
- Practice answering questions out loud; it builds confidence and helps you get comfortable talking about yourself.
- Try out Interview Prep tools or mock interviews to sharpen your skills.

Types of Interviews

- **Traditional Interviews:** Broad questions about your skills, experiences, and enthusiasm for the role.
- **Behavioral Interviews:** Focus on how you've handled past situations to predict future performance.
- **Panel Interviews:** You'll meet with multiple interviewers at once (often from different departments). Be ready to engage with each person and balance your attention.
- **Group Interviews:** Several candidates are interviewed together. Employers may observe teamwork, communication, and leadership skills.
- **Case/Problem-Solving Interviews:** Common in consulting or technical fields. You'll be asked to analyze a scenario or solve a problem on the spot.
- **Technical Interviews:** Used in STEM fields. Expect questions or tasks that test your specific technical knowledge or coding ability.
- **Phone/Video Interviews:** Often the first step in the process. Test your technology ahead of time, find a quiet space, and treat it as seriously as an in-person interview.
- **Stress Interviews:** Rare, but designed to see how you handle pressure. Interviewers may challenge your answers or create tension intentionally — stay calm and professional.
- **Competency-Based Interviews:** Similar to behavioral but focused on demonstrating specific skills or competencies the employer values.

General Interview Tips

- Arrive 5–10 minutes early (but not too early). It shows respect for the interviewer's time.
- Pause and think before answering — it's fine to say you're considering the question.
- Use clear, memorable examples to highlight your skills.
- Always be honest. Don't exaggerate or embellish your experience.

Preparing for a Virtual Interview

- Do your homework: Research the organization and prepare thoughtful questions.
- Choose your space wisely: Quiet, private, well-lit, and free from distractions.
- Test your tech: Stable internet, working camera/mic, and close unnecessary apps.
- Show personality: Smile, sit up straight, keep eye contact with the camera, and connect authentically.

- Dress professionally: Wear the same attire you'd choose for an in-person interview.
- Handle interruptions gracefully: If something unexpected happens, acknowledge it, regroup, and continue confidently.
- Follow up: Send a thank-you email afterward to leave a lasting impression

What to Wear

First impressions matter. Dress a little more formal than you think you need to, unless told otherwise. Choose something that makes you feel confident and shows your best professional self.