Nailing the Behavioral Interview

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Early Career Recruiting

Global Talent Acquisition, D&I
What is Behavioral Interviewing?

Tell me about a time when you...
Be a **STAR**

**S**ituation or 
**T**ask you faced 
**A**ction you took 
**R**esult of your action
Example: Using STAR

Tell me about a time you interacted with a difficult group partner/peer.

What was the **situation** or **task** you faced?

What **action** did you take?

What was the **result** of your action?
Sample Behavioral Interview Questions

1. Give an example of a goal you reached and tell me how you achieved it.
2. Give an example of a goal you didn’t meet and how you handled it.
3. Tell me about a time when you worked effectively under pressure.
4. How do you handle a challenge?
5. Tell me about a time when you made a mistake. How did you handle it?
6. Have you ever gone above and beyond the call of duty? If so, how?
7. When you have worked on multiple projects, how did you prioritize?
Your Turn to Ask Questions!

- Assertiveness
- Interest
- Personal Appeal
- Intelligence
- Confidence
Your Vocals

- Conversational tone
- Confidence
- Good listening/speaking etiquette
Your Visuals

- Body language
- Posture
- Facial expressions
- Eye contact
- Handshake
- Mannerisms
Interviewing in a Virtual World

- Test your technology.
- Keep your virtual identity professional.
- Dress for success.
- Create a set and minimize distractions.
- Monitor body language.
- Look at the camera.
## Interview DOs and DON’Ts

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<tr>
<th>DOs</th>
<th>DON’Ts</th>
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<tr>
<td>• Research the employer.</td>
<td>• Arrive late.</td>
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<td>• Do a SWOT analysis of yourself.</td>
<td>• Talk negatively about past employers.</td>
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<td>• Look neat, clean, polished and pressed</td>
<td>• Talk too much or lose focus on what is asked.</td>
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<td>• Ask well thought-out questions.</td>
<td>• Come across overly aggressive.</td>
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<td>• Shut off your cell phone.</td>
<td>• Discuss salary or benefits too soon.</td>
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<td>• Send a thank you note.</td>
<td>• Leave yourself vulnerable to social media.</td>
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<td>• Find a distraction-free environment.</td>
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And most importantly...
Be your **authentic self** and have **FUN!**
Thank you

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BMS-Rutgers iJOBS Workshop: Improving Interviewing Skills
Virtually Hosted by Rutgers in Collaboration with CLIMB-NBR

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