Behavioral-Based Interview Workshop

CS Student Program

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Today's Objectives

- Highlight the difference between a traditional interview and a behavioral interview process
- Review how to prepare for a behavioral interview
- Discuss how to structure your answers
- Provide additional tips

Today's Facilitators

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Agenda

Intro and Overview

What is a Behavioral-Based Interview- Traditional vs. Behavioral

How to Prepare

How to Structure Your Answers

Role Play and Additional Interviewing Tips

Q&A

Traditional vs. Behavioral Based

Traditional

- Series of straight forward questions

  "what are your career goals or what are your strengths?"

- Can target answers to what the interviewer wants to hear

- Can highlight hypotheticals

Behavioral-Based Interviewing

Behavioral-based interviewing is a technique used in which the job candidate has the

opportunity to demonstrate their potential for succeeding in the new job by providing specific

examples of how they handled similar situations based on their past experience.

Past Performance Predicts Future Performance

- Employer has decided what skills and competencies are needed and will ask questions to determine if the candidate has those skills

- Situational-based questions. Not how you will behave but how you did behave. Responses are more true to your character as they focus on specific experiences not hypotheticals.

Behavioral-Based Interviewing

- Give me an example of a project that best describes your organizational skills.

- Describe a time when you used your analytical skills to solve a problem. What technique(s) did you use? What was the result?

How to Prepare

Purpose of an Interview

- To promote yourself- "It's a competition!"

- To see if you can demonstrate the necessary competencies/skills required

- To assess your potential to perform effectively in the position

- To see if you are a good fit for the job and the organization

- To hear you tell how you have performed various skills

Understand the Competencies/Requirements

Know the Position Requirements (what will be evaluated)

- Review and understand the required qualifications for the position you are interviewing for (Position Description or Job Posting)
- Brainstorm- think of situations in your past experience that best demonstrate your abilities to meet those qualifications.

- Review sample questions for each competency and practice!

Sample Job Posting

Qualifications

- Experience with scientific software development in C/C++ and python. **(Technical Skills)**
- Ability to apply analytical skills to evaluate and troubleshoot problems. **(Analytical Skills)**
- Excellent interpersonal and written communication skills. **(Communication Skills)**
- Demonstrated ability to work effectively as part of a cross-disciplinary team. **(Teamwork/Collaboration)**

Sample Questions

Technical Skills- What is the most advanced development project you have completed using python? Describe the project and why Python was the right or wrong choice?

Analytical/Troubleshooting Skills- Tell me about a project you worked on that best demonstrates your analytical skills?

Communication Skills- Tell me about a time when you used your written communication skills to convey an important idea or message?

Teamwork- Describe the most successful team you have worked on.   What made it successful and how did you contribute to that success?

How to Structure Your Answers

STAR

S	Situation	Detail the background. Provide a context. Where? When?
T	Task	Describe the challenge and expectations. What needed to be done? Why?
A	Action	Elaborate your specific action. What did you do? How? What tools did you use?
R	Results	Explain the results: accomplishments, recognition, savings, etc. Quantify.

'STAR' Technique to Answer
Behavioral Interview Questions

http://www.RightAttitudes.com

Role Play

Role Play

(Organization/ Time management)- Give me an example of a time when you had to juggle several important activities/assignments in a limited amount of time. How did you stay on top of all of them? What methods or tools did you use?

Other Tips

Additional Interviewing Tips

- Practice (mock interview)

- Dress appropriately

- Arrive on time (log-in on time fro Zoom)

- <u>Listen</u> to the question and answer what is asked

- Take your time responding to the questions

- Don't be afraid to ask for clarification

- Be aware of your tone of voice, speak up

- Be aware of your body language

- Promote yourself. That's what you're there for!

- Avoid criticizing your co-workers or supervisors (avoid the negative or turn negatives to positives)

Thank you for participating!