

MOCK INTERVIEWS

All you need to know before you do a mock interview.



OVERVIEW

What is a mock interview?

It is an emulation of a job interview used for training and practice purposes; it's a chance to prepare and give yourself the best chance to make the most of the opportunity.

Why are mock interviews important?

- Opportunity to practice, receive feedback, and improve skills in a safe learning environment
- Space to work through and "workshop" answers both typical and challenging interview questions one might encounter
- Opportunity to develop preparation and strategies for interviews in the future

PRACTICE

Who to ask?

Ask your College Coach, make a request with the Early Career & Alumni Team, ask a trusted advisor, mentor, or friend.

How to ask?

- Request 45–60 minutes of the person's time to conduct a mock interview
- Share pertinent information with them such as job description, employer information, what you want help with, etc.

How to make the most of a mock interview?

- Take it seriously – come prepared as if you're actually doing the interview
- Ask for feedback + reflect on strengths and challenges of the experience
- Create a plan of improvement

Mandatory questions to practice

- Tell me about yourself.
- Why are you interested in this position?
- Why are you the best fit for this position?
- What are is your greatest strength and weakness?

HOW TO PREAPRE

1. Understand the type of interview you can expect.

Depending on the interview, your interview strategy and approach may differ. (1:1, panel, group, over the phone, in-person, virtual, etc.)

2. Familiarize yourself with the job description.

The job description tells you what they're looking for, and contains clues as to what types of questions they may ask, and what types of answers may be favorable.

3. Review & practice answering interview questions

Use mandatory questions listed in this document and look up additional practice questions that you want to practice.

4. Do some research.

Research the employer (mission, vision, values, product or service, company in the news, work environment, etc.) and research industry specific questions that might be asked.

5. Identify 3 questions you plan to ask the employer

- These should be questions you can't find the answer to on their website
- They should communicate your curiosity and eagerness to work there
- Questions can serve as an opportunity to see if the company is a good fit for YOU!



PRACTICE INTERVIEW QUESTIONS

MANDATORY QUESTIONS

A version of these questions nearly always show up in interviews. It's best to always have a strong grasp on how you'd answer these.

- Tell me about yourself.
- Why are you interested in this position?
- Why are you the best fit for this position? (Why should we hire you?)
- What are your greatest strength and weakness?

QUALITIES & WORK STYLE

These questions usually are used to assess soft skills and your fit for the position and work environment.

- What type of environment do you thrive in?
- Where do you see yourself in 5 years?
- How would you describe your work style?
- In a team setting, what role do you usually play?
- How will you be a value add to the team?
- How do you typically stay organized?
- What motivates you at work?
- How do you like to be managed? What's your management style?
- How would you describe our leadership style?
- What has been your most challenging work experience and why?
- What did you like about your current/last job? What would you change?
- What achievements are you particularly proud of?

SITUATIONAL

Similar to behavioral, these questions are used to see how you would handle certain scenarios.

- How would you manage a project with a tight deadline?
- What would you do if you disagreed with the way a manager wanted you to do something?
- How would you prioritize your work if you have multiple tasks with the same deadline?
- How would you handle receiving constructive feedback from your manager?

BEHAVIORAL

These types of questions usually look for specific examples and a story-like answer; they're usually used to assess your soft skills and how you navigate certain types of scenarios.

- (Teamwork) Give me an example of a time you faced a conflict or challenge with a coworker. How did you handle that?
- (Adaptability) Tell me about a time you were under a lot of pressure. What was going on, and how did you get through it?
- (Problem Solving) Describe a time you faced a significant challenge at work or in school, and how you faced that challenge.
- (Time management) Give me an example of time you managed numerous responsibilities at once. How did you go about that?
- (Communication) Give me an example of a time when you had to have a difficult conversation with someone. How did you handle the situation?
- (Motivation/Values) Describe a time when you saw a problem and took the initiative to correct it.
- (Proactive) Can you provide an example of a time you showed initiative and leadership?

QUALIFICATION

These questions are looking for details to assess how your skills and experience align with the job description. These will sometimes also ask questions related to industry knowledge.

- What experiences do you have that best align with this position?
- How has your previous experiences prepared you for this work?
- How does this job fit into your overall career goals?
- What do you believe the biggest challenge this position presents? How would you approach that challenge?
- What do you hope to accomplish in the first 90 days of being hired?
- What should I know about you that's not on your resume?

OUTSIDE OF THE BOX

These are not looking for the right answer, they're more focused on seeing your thought process.

- Sell me this pen.
- What is the animal you most identify with?
- How many tennis balls can you fit in a limo?
- If you had unlimited money, what would you do with it?

