Preparing for the Behavioral Interview

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How do you describe yourself?

• I am ...
  ▫ A hard worker
  ▫ A people person
  ▫ Organized
  ▫ Dependable
  ▫ A team player
  ▫ An effective communicator

......where’s the evidence?
Principle of Behavioral Interviewing

Past performance is the best predictor of future performance.
# Key Differences

<table>
<thead>
<tr>
<th>Behavioral Questions</th>
<th>Non-Behavioral Questions</th>
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<tr>
<td>• Open-ended (Describe a time, Tell me about a time when...)</td>
<td>• Close-ended</td>
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<td>• Require an example</td>
<td>• Yes, No, Non-specific answer</td>
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<td>• More difficult to answer</td>
<td>• Hypothetical</td>
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<td>• Example: Tell me about a time you had a conflict with a peer or co-worker.</td>
<td>• Example: What would you do if you had conflict with a peer</td>
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<td></td>
<td>or co-worker?</td>
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Sample Behavioral Question

• Team Player
  ▫ Describe a situation in which you had to motivate others.

• Answer
  ▫ Use a specific example; part-time jobs, class group work, volunteer experience
Components of Strong Response

• Describe the specific event

• Refer to the action taken

• Describe the result
Practice Behavioral Questions

Groups of 3 and take turns being the interviewer, interviewee, and the observer. As the observer, record the response of the interviewee. Be sure to listen for the Event, Action, and Result and ask follow-up questions if needed.
Additional Interview Tips

• Prepare for ALL potential questions
  ▫ Tell me about yourself
  ▫ Strengths/Weaknesses
  ▫ Why should we hire you?
  ▫ Career goals
Going forward

• Practice, Practice, Practice!

• Research potential questions (Glassdoor.com)

• Visit the CDO for more tips and mock interviews!
Questions?
Email Lee or Leslie in the CDO!
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Check out our online resources at career.kenyon.edu!