

Guide to Interviews

Cornell University – Phi Chi Theta



Overview

- Interviews are designed to **predict future performance** based on an applicant's response to inquiries
- **Behavioral Interviews**
 - Questions based on how you acted in a specific situation
 - Gauge how you conduct yourself in a professional setting
- **Technical Interviews**
 - Interview to assess your technical ability for a role
 - Test your industry knowledge and problem solving skills

How to Answer Behavioral Interview Questions

- Example – “Give us an example of how you handled a challenge in the workplace”
- Structure your answers with the **STAR** method
 - **S – Situation** – set the scene with context
 - **T – Task** – explain your responsibility in that situation
 - **A – Action** – describe how you accomplished the task
 - **R – Results** – state the impact of your actions
- [30 Common Behavioral Interview Questions](#)

Tips For Behavioral Interview Questions

- Develop a **bank of examples** (5-10 STAR stories in the back of your mind to pull during interviews)
- **Practice!** Utilize your resources (friends, mentors, network) and conduct mock interviews
- Don't get tripped up when you answer one question poorly
- Have a **list of questions prepared** to ask your interviewer if you have some extra time

How to Approach Technical Interviews

- A SuperDay will often feature a **combination** of behavioral and technical interviews, can be individual or group-based
- Technical interviews are generally specific to **certain industries**
 - Consulting
 - Investment Banking
 - Software Engineering
- Build industry knowledge through clubs/classes/on your own
- **Practice beforehand** with someone from the industry

PCT Rounds Information & Advice

- **Round 1 – Case Study Presentations and Speed Interviews**
 - Have a prepared bank of scenarios, be quick on your feet
 - Content is more important than structure
- **Round 2 – Product Pitch | Networking**
 - Be your genuine self during networking session
 - Be the team member you would like to be in a team with
- **Round 3 – Professional Interviews**
 - Know your story and your interests well
 - Have a strong why PCT

Questions

Please reach out to our Diversity & Inclusion Chair, Vincent (vh95@cornell.edu) if you have any questions