Preparing for the Power Day CX Portfolio Review (Associate UX Consultant)

What to Expect:

Power Day interviews for this role are made up of a portfolio review, behavioral interviews with members of our CX team, as well as an opportunity for you to 'interview' a leader in our CX practice area to get answers to your questions. This is the portfolio interview guide for Power Day. Please refer to the separate behavioral interview guide as needed. Power Days take approximately two hours, where you'll talk to 4 people, each for about 30-minutes.

Introductions (5 Minutes)

We'll trade quick introductions, cover the agenda, and set expectations before getting started.

Portfolio Review

Our intention is to assess your presentation skills, your strategic design acumen and potential, communication skills, collaboration, and problem solving skills. We'd also like to see that you've done your research and have thoughtful questions about CapTech and around the work we do – this is a two-way street, we want you to get to know us while we learn more about you!

DO

- Choose a quiet and comfortable place for the interview.
- Research CapTech and be prepared to ask questions about things that you want to know more about.
- Be able to articulate your design and research process clearly and concisely.

DON'T

- Be too general in your answers – provide clear and concise details.
- Have grammatical errors in your portfolio.
- Have broken or private links to case studies in your portfolio unless you can provide passwords to view.

Q&A (5 Minutes)

This is the get-to-know-**us** part of the interview. Use this as an opportunity to learn more about working at CapTech. Think about what you find interesting or the qualities that you value most in a company.

What We Are Looking For:

TECHNICAL SKILLS:

This will allow us to see how you utilize design tools to translate your ideas into effective solutions. Expect questions to assess your proficiency in design tools like Figma, Sketch, Adobe XD or user research related tools and methodologies. Experience with the Agile methodology is helpful to communicate, as are best practices around accessibility that you may know.

COMMUNICATION SKILLS:

We're interested in seeing how you collaborated with stakeholders and navigated challenges to achieve successful outcomes. Our CX team works closely with developers and other consultants so this is a great chance for us to discuss how you collaborate with project team members.

CONSULTING ACUMEN:

This round will also allow us to assess your consulting acumen, meaning your ability to understand complex problems and propose creative solutions. Be prepared to provide examples of your ability to ask insightful questions, identify user pain points, and translate them into actionable design solutions.

Tips on Preparation:

PRACTICE:

- Review your portfolio and practice walking through it with a friend.
- Have some familiarity with industry technology solutions that CapTech may provide.
- We don't expect you to be an expert. Be willing to share areas you are confident in as well as areas you'd like to learn more about.

RELAX:

Much easier said than done, but just remember to breathe and stay calm. The point of this interview is not to trick you or trip you up. We just want to get an idea of how you think, collaborate and solve problems. You've got this!

Next Steps:

FULL-TIME CANDIDITES:

Your interviewers will submit their feedback and the hiring team will review the case feedback, as well as the feedback from the behavioral interviewers to assess which candidates' skills and core values align best with our needs. Offers will be extended to candidates who pass all three interviews. Expect a decision within 4 weeks from your interview date. Please let your recruiter know of any time constraints or offer deadlines.