



2023/2024 SCHOOL YEAR

# Preparing for a Behavioral Interview with CapTech (Graduating Seniors and Elevate Interns)

# What to Expect:

## Introductions (5 Minutes)

We'll trade quick introductions, and you'll have the opportunity to discuss some of the experiences on your resume.

## Behavioral Interview (20 Minutes)

Behavioral interviewing is based on the idea that future performance can be predicted by past performance in a similar setting. The employer will describe a scenario and ask how you have handled it in your previous experience.

### DO

- Choose a quiet and comfortable place for the interview if virtual.
- Practice the STAR interview technique (<https://www.themuse.com/advice/star-interview-method>).
- Thoroughly listen to the question and collect your thoughts before answering.
- Be prepared to give specific examples that highlight the skills/experiences you are being asked about. Draw from past internships, volunteer experiences, class projects, clubs, classes, etc.
- Show us your true self.

### DON'T

- Rush to answer the question.
- Give hypothetical examples.
- Bad-mouth past employers, colleagues, or classmates.
- Be overly scripted or read from pre-written notes.

## 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:

We have 6 core values at CapTech. Our interview questions are aimed to assess your alignment with these values. We are looking for a thorough, yet not overly verbose, answer that directly addresses the question being asked using the STAR method.

### **TRUSTED ADVISOR:**

Building relationships, walking alongside our clients to deliver great work, and doing what's right.

### **SERVANT LEADERSHIP:**

Quiet and empathetic acts putting the good of all first.

### **ENTHUSIASM:**

Embracing what's possible and driving outcomes that exceed the expected.

### **FLEXIBILITY:**

Understanding when things change and pivoting quickly and adeptly.

### **INTELLECTUAL CURIOSITY:**

The quest for answers igniting and revealing new opportunities.

### **BELONGING:**

Welcoming each other's authentic selves to strengthen our organization and broaden our perspectives.

## Tips on Preparation:

- Review our website, Instagram, LinkedIn, and Glassdoor profile pages.
- As mentioned above, practice the STAR interview technique.
- Have 5-6 scenarios in mind that you can talk about.
- Have questions prepared for your interviewer(s).

## Next Steps:

If this is the first initial screening with a member of our Talent Acquisition Team, your alignment to a consulting role with CapTech will be evaluated and we will typically let you know within one week if you've been selected for the technical/skills assessment round.

If the behavioral interviews are part of the final interview round ("Power Day" for Graduating Seniors only), this is the last step. Your interviewers will submit their feedback and the hiring team will review the technical feedback, as well as the feedback from the behavioral interviews 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 2-4 weeks from your interview date. Please let your recruiter know of any time constraints or offer deadlines.