

INTERVIEW PREPARATION: THE 5 R_S

REMEMBER

You earned this interview!

- Your experience got you through the door and the interview process is an opportunity to engage with your potential team and assess for mutual fit.
- Congratulations on making it to this step, let's GO!

REVIEW

Why is this job a good fit for you and how does your experience meet their team/company needs?

- Review the job posting.
- Reread your cover letter .
- Prepare your stories that highlight your work to prepare for situational questions: STAR method.
- Think of stories that capture how you meet the need.

RESEARCH

What is known about the organization and the team you would be on?

- Research the organization's website and the team you would be on.
- Google the organization for anything in the news.
- Take note of any recent events.
- Be on the lookout for end-of-year reports, and strategic planning goals for insight into company direction.

RECREATE

Conduct a practice interview to help build your confidence.

- Gather 2-3 people to conduct a practice interview.
- Record yourself if possible.
- Have preselected practice questions.
- Wear what you would wear to the actual interview.
- For virtual interviews consider environmental factors such as lighting, camera angle and noise level.

REFLECT

What went well? What could you work on before the interview?

- Think about what went well---what stories were easier to share than others and why.
- What are you most nervous about? How can you address that before your interview?
- Is there anything you left out that is important you share in your interview?