



TIP SHEET

ADVICE FROM RECRUITERS

"The single greatest thing a candidate can bring to a conversation is enthusiasm."

"When you want to learn more about who we are and what we do, it lets us know you're interested. Depending on what you ask, it may also prove you've done your homework."

"Listen carefully, keep your responses succinct and look the hiring manager in the eye while speaking."

"We want to see not only what you know, but also how you think. Be prepared to share your thought process and explain the rationale behind your decisions. When asked to solve a problem or develop code, ask clarifying questions, state your assumptions, and be prepared to share your opinions or explain your choices."

"I find it best when candidates answer questions using the STAR (Situation, task, action, and results) method."

"Dress for the occasion. The rule is, when in doubt, overdress. Recent trends have dictated business-casual attire, but it's still appropriate to wear a business suit. If you mean business, show us."

"As you start to think about things you want to highlight in your interview, don't forget to include data. This helps your interviewer understand not just your overall achievements, but how big of an impact you made. Review the job description to identify the unique skills you could bring to the role, then use data to highlight those skills in your resume."

"Humor is a great way to foster affiliation but can be highly complicated and culturally defined. Be mindful and respectful – it can be easy to ruin an interview with a throw-away comment!"

"I always watch for two words: "I" and "We". Too much "I" is a red flag that they may not be humble or collaborative; too much "we" may obscure what role you play in the situation. There needs to be a balance."

"Bring something to the table that nobody else can"