

BEHAVIORAL INTERVIEWS

Behavioral interviews are designed to learn about your past experience and behaviors to predict your future performance in critical situations. Questions usually cover **6 Key Skills**:

Communication – Initiative – Decision Making – Planning/Organization – Leadership – Collaboration

ANALYZE THE JOB YOU'RE INTERVIEWING FOR

- What are the necessary skills to do this job and what makes a successful candidate?
- What would disqualify an otherwise attractive candidate?
- What is the most difficult part of this job?

PREPARE EXAMPLES OF EXPERIENCES SHOWING THOSE SKILLS & QUALITIES

- Identify 1 or 2 examples for each skill; it's ok if some of your examples cover more than one skill.
- Use examples from internships, projects, design competitions, team participation, volunteering; almost anything can serve as examples of past behavior.
- It's ok to include special accomplishments outside of engineering, either personal or professional.
- Quantify results when possible. Numbers add credibility and helpful detail.
- Half your examples should be totally positive, such as accomplishments or meeting goals.
- For behavioral questions about negative situations, include examples that started out negatively but ended positively or where you made the best of the outcome. Describe how you might have done things differently based on what you learned.
- Keep examples recent whenever possible. Some interviewers may specifically require this.

ANSWER EACH QUESTION WITH A BRIEF STORY

- Listen carefully to each question. What is the desired behavior it's probing for?
- Answer with an experience that provides an appropriate description of the desired behavior.
- Use the PAR Method: Problem, Action, Results. What challenge did you face? What did you do to overcome it? What were the results? What did you learn along the way?

KEYS TO SUCCESS

- Use real-life examples and practice in advance. It is very difficult to make up behavioral stories, which is why behavioral interviewing is becoming more common.
- Be sure you understand the question. Ask for clarification if needed.
- Stay focused; practice answers so you can be on point and easy to follow.

ADDITIONAL RESOURCES

[4 Most Common Interview Types](#)