



Behavioral Interviews

Speaker	Words Spoken
Becky Parson Director, Early Careers Randstad Enterprise	Behavioral interviews are meant to target past actions that could predict future behaviors, so, what they're asking you is really to tell you about a situation that happened to you, and how you acted in that situation.
Kerry Lay Recruiter, Early Talent Carnival Cruise Line	So, we want to hear, you know, how you tackled the situation that you were in. We want to hear the step-by-step process that you went through to solve the problem or situation, and then we want to know the results of that, and how that might impact your transferable skills into our job in the future.
Benjy Spiro Campus Recruiting Manager Walmart	The STAR method is a way that people often incorporate into their behavioral interviews, so, it's an acronym for Situation Task, Action, and Result, so, you want to explain the situation, you want to give someone a brief understanding of it like they never knew anything before.
Becky Parson Director, Early Careers Randstad Enterprise	One example of a behavioral interview question is "tell me about a time when you hit a roadblock on a project," and what they're looking for there is not the roadblock itself, but how you reacted to the roadblock. Did you go through it, beside it, over it? However you got to the other side of that roadblock, what did you do, and again, we're looking for specific examples of what you did.
Kerry Lay Recruiter, Early Talent Carnival Cruise Line	So, very briefly cover the situation, go a little bit more into detail with the task and action, and then tie it all up really nicely at the end with that result as well. The storytelling component of behavioral interviewing is super important. It lets you add a little bit of personality into the way that you're answering questions. Keep it concise, to the point, answer the question that they're asking, make sure to highlight, you know, if you've been in a challenge, mention how you have problem solving skills or research skills, and always tie in your best assets into the answer that you're giving.
Benjy Spiro Campus Recruiting Manager Walmart	Behavioral interviews are not difficult, but they're thought provoking because at a behavioral interview you really need to know you really well. You need to know how you think, how you operate, and no one knows you as well as you do. You do need to prepare because when we think about our daily tasks, we don't really give them a lot of thought of this is how my mind



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	works, but someone else needs to understand how your mind works, and this is what's going to set you up for success.
Kerry Lay Recruiter, Early Talent Carnival Cruise Line	I always recommend students take some time to practice interviewing with another person, really hearing the questions, formulating the answer as they're there, and then, you know, answering it in the STAR method format. The other thing I also recommend is recording yourself, so that way you could watch it back. It's a little bit scary and not so fun to watch yourself talking, but it's also very helpful to see your mannerisms, to hear the answer and make changes before you're live in the interview.
Becky Parson Director, Early Careers Randstad Enterprise	Career centers offer practice mock interviews. You can go through some of those types of things to just get those jitters out and walking into the interview you'll feel a lot more confident because we're not trying to trip you up or ask you trick questions, and we want you to be comfortable answering the questions. It's important to remember we don't need you to be perfect. We're not looking for that perfect answer. One of the pieces that's really important to us is the authentic answer that you're going to give us.