

## Interview SLAMs

(SLAM is an acronym for 'Students Learning And Mentoring')

The Interview SLAM is designed to provide students with exposure to a variety of interview questions and answers and receive feedback in a succinct and fast-moving format.

Students benefit by taking turns as the interviewer and the interviewee and also by providing feedback, and listening to the comments of other students.

### Format:

- Five students and 1 facilitator.
- Each student is provided with a list of possible questions to prepare but there may be "surprise" questions.
- One student is initially designated by the facilitator to be the interviewee, and asked a question by the facilitator:
  - Maximum time to answer: 3 minutes
- The 4 students in the "audience" and facilitator provide feedback:
  - Total group feedback time: 5 minutes
- At this point the facilitator will have the option of asking the same question of another student who will then assume the role of interviewee or pose a different question to another student.
- The facilitator may also ask a student to ask a question of the interviewee.
- The process will then repeat.
- The session will last 60 minutes.

### General Questions to Prepare:

Walk me through your resume.

Tell me about yourself.

Why do you want to work in industry x?

Why do you think you'd be successful in this industry?

Why should we hire you?

What can you do for us that someone else cannot do?

Where do you see yourself in 5 years? 10 years?

Describe your ideal job.

What were your fall term grades?

What was your favorite class and why?

### Personal Goals and Accomplishments:

Who are you?

What are your strengths/weaknesses? (Have at least 3 examples for each)

What is your proudest accomplishment?

What has been the most important event in your life?

What has been your most challenging experience?

What new goals have you established for yourself recently?

Describe the worst day you ever had on the job. What did you learn from it?

Tell me about a decision you made that you later regretted.

Describe a failure. What did you learn from it?

Give an example of your leadership (professional).

What do you add to a group?

How do you deal with conflict?

Tell me about a time when you had to use creativity to solve a problem.

If you could see your performance review with us 6 months from now, what would be the three areas where you would need improvement?

If you had the opportunity to do one thing different what would you change?

Sell me something.

You have 30 seconds to convince me to hire you – go.

Do you have anything else to tell me?