

GUIDELINES FOR RECORDED INTERVIEWS

With thanks to the many Duke juniors and seniors who provided this feedback.

SAMPLE "HIREVIEW" QUESTIONS FROM LAST YEAR'S RECRUITING SEASON

Last year's interviewees discovered that by far the majority of questions were "behavioral" (as seen below). "Technical" questions, when there were any, were mostly lightweight (see the "News/Markets" section below).

TEAM RELATED

Tell me about a time you worked on a team.

Are you a team player? In what way?

What role do you play on a team?

Talk about a time in a group setting in which you took a leadership role

How would you handle a disagreement with somebody else on my team?

Describe a time you worked in a team and members of your team differed on the details and direction of a project. What did you do?

What would you do in a situation where your teammate wasn't pulling their weight?

WHY DO YOU WANT TO WORK FOR...

Why do you want to work for _____ [bank name]?

Why do you want to work for _____ [division]?

What do you think that our bank does differently than other firms?

What is your understanding of the IBD division (or Markets division) and the analyst role?

DECISION-RELATED

Tell me about a time that you had to make a very fast decision / split second decision

Tell me about a time that you had to make a quick decision without full information

Tell me about a time that you used technology to make a decision

DEALING WITH ADVERSITY

Tell me about a time you showed persistence / dealt with rejection

Tell me about a time you failed and the lesson you learned from it.

What is your greatest weakness / strength

If you had a lot of things to do and not enough time to do them, what would you do?

INTEGRITY

Tell me about a time that you acted with integrity

What does integrity mean to you?

How would other people describe your work ethic?

What would you do if you saw someone cheating on a test?

A student group president posts exam answers for all students in the group. How would you respond?

NEWS / MARKETS

What is a recent headline that you read in the news (e.g. the WSJ)?

How do you follow the markets?

Talk about how a major weather event would impact markets.

What is an interesting article you read recently?

How would you invest \$1 million dollars?

What asset classes are you following?

OTHER

Give me a pitch on something that you are passionate about (could be a stock, or a book, or TV show, etc.)

Tell me about a time when you made a connection with a person from a different background

Why did you choose your major, and do you think you made the right decision?

Tell us a little bit about yourself and why it led you here.

HINTS ON HOW TO PREPARE FOR HIREVIEW INTERVIEWS

- Practice talking into a camera. It feels very strange at first to talk to a screen rather than a person.
- Act natural, talk slowly!
- For the "why XYZ bank": Know specifics about the bank. Try to talk to people there, integrate their answers in your response (don't just say "culture" or easily Google-able deals they were recently in as reasons to work there)
- Always try to give structured, concise responses. At the end, be sure to connect the experience with why you would be successful on the job.
- If there is a feature where you can get rid of the picture of yourself on the screen, it makes it easier to look directly into the camera.
- Some banks give you the chance to re-record your answer to the same question multiple times. I recommend doing this to cut down your verbal "tics" ("umm", and "like") and long pauses and to deliver a more concise and confident answer.