

## **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.