Qualities Key for Admissions

- Communication/Interpersonal skill
- Lab/tech/comp/quant skills
- Strong work ethic
- Initiative/work independently
- Overcome adversity/problem solving
- Analytical/critical thinking skills
- Flexibility/adaptability
- Ethical consideration/decision-making
- Academic/discipline specific preparation
- Above and beyond visibility/achievement
- Research/scholarly interest

What does the interviewer really want?

- Will you be able to succeed in this program?
- Do you have the motivation to make it through?
- Can you justify why you want this degree?
- Are you a good fit for this program/school?
- Will you work well with faculty and other students?
- Do you have the right credentials and preparation?

Anticipating Questions

About You

- Probing application materials
- Open ended ("tell me about yourself")
- Describe your academic preparation.

Role Playing/Scenario Questions

- How would you pitch a product/service to a client who knew nothing about our organization?
- If you strongly disagreed with a co-worker or classmate about a project you were working on, how would you handle the situation?

Behavioral Interviewing Questions

- Give me an example of a time when you:
  - Faced an ethical dilemma.
  - Made a mistake.
  - Overcame a challenge.
  - Took initiative.
  - Took a risk and failed.

Discipline/Department/School Specific Questions

- Why have you chosen to pursue this degree at our college/university?
- What do you read to stay current in this field?
- What are some of the challenges currently faced by professionals in our field?
- What characteristics do you think are important for success in this program?

Ways to Prepare and Practice for Interviews

- Discuss interviewing tips with a UCS counselor
- Sign up for a mock interview with a UCS counselor
- Attend UCS Interviewing workshop
- Use UCS InterviewStream interview tool to practice and watch your answers online
- Participate in UCS Mock Interview Day with employers
- Write out anticipated tough interview questions with answers
- Critique verbal answers and non-verbal behaviors with a friend
Using the STAR Technique to Create “Plug and Play” Interview Content

Use the STAR technique to describe powerful, relevant, and detailed examples of your experiences:

Situation/Task
- What was the specific activity you were to accomplish or what problem were you solving?
- Who was involved?
- Where and when did this occur?

Action/activities
- What steps did you take to complete the job or solve the problem?
- How did you go about completing the steps?
- How did you involve or manage others during the process?
- Why did you take these particular steps?
- Did you consider alternatives and what were they?

Results/outcomes
- Did you accomplish the job the way it was originally defined?
- Was the result an improvement? An innovation or change?
- Did you improve or maintain good interpersonal relationships as a result of your actions?
- Did you create new relationships that might have future value?
- What were the benefits of your actions for the organization or for other individuals?
- What lessons did you learn?
- What core skills did you acquire?
- What did you learn about yourself? How did you grow from this experience?

After the Interview

- Evaluate your performance and look for ways to improve by asking yourself:
  - Did you cover points you intended to cover?
  - What questions were particularly difficult to answer?
  - How did the interviewer’s personality affect your performance and why?
  - Did you ask the interviewer high quality questions based on in-depth research?

- Send thank you letter immediately (email is acceptable).

- Follow up by phone or email when the recruiter does not respond by stated date, if appropriate.