

Group Interview Tips

Stay Engaged

For employers, one of the benefits of a group interview format is **the ability to see how you interact with others.**

- Disengage from a “competition” mentality. Rather, **engage with the other candidates** as you would a colleague.
- Utilize your **non-verbal communication skills** to show respect and interest while other applicants are speaking.
- When/if appropriate, **provide verbal responses** to the other candidate responses. Be mindful to not dominate the conversation -**read the room** for what feels right.

Group Activities

Some group interviews will incorporate a “group activity” where you are asked to **accomplish a task together.** Ensure you find a way to **“add value”** during this task.

Some examples can be:

- **Leader:** Shows you can get the group motivated to begin the task.
- **Organizer:** Provides insight into your role as an analyzer, someone who will ensure a task is accomplished methodologically.
- **Idea-Generator:** Tells the interviewer that you are the type of person who can move a task along.
- **Engager:** Engaging the participants who have not had a chance to contribute. This shows you are empathetic and encouraging of teamwork.

Be True to You

A group interview is like any other interview in basic methodology: **the company wants to learn more about you.**

The setting, however, is unique, in that you are interviewing alongside other candidates!

Maximize this as an opportunity just like any other to **show the company who you are.**

- **Display your leadership style.** If the interviewers do not direct each question to a particular candidate, each person has the opportunity to decide when it feels right to answer.

- **Don't feel pressure to speak first** if you do not have an answer formulated and/or that does not feel authentic to who you are.
- Take time to formulate your answer, observe one or two other responses, **then provide your response.**
 - Ensure you are still **listening to other answers** as you formulate your own, in order to avoid replication.
- A good tip is to **build your answer off of responses of other candidates** (ex: I agree with what Dan said, to expand on that...)

Send a Thank You

Make note of the interviewer(s) names when they are introducing themselves.

Always send a thank you for ANY interview, **within 24-48 hours** after the interview takes place.

This can be done in **written form** and provided to HR **or via e-mail**.

Utilize the **Thank You letter Guide** on the Career Resources page for help!