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 beging the task.
- Organizer: Provides insight into your role as an analyzer, someone who will ensure a task is accomplished
- 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!