

The Fit Interview

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Who am I?

- Oren Shur
- Columbia Chemical Engineering PhD
- Former member of CGCC
- Starting at BCG NYC on August 1

How much should you trust my advice?

- I've been on a few interviews
- That's for you to decide

Typical Interview Process

- Usually two rounds (plus PST at McKinsey)
- First round with junior people
- Second round with senior people
- Each round usually consists of two or three interviews
- Usually 20-30 minutes of case and 20-30 minutes of fit in each interview

Purpose of Fit Interview

- Assess your “fit” within the company
- Past work experiences
- Past team/leadership activities
- Impactful things you have done
- Evaluate understanding of consulting and company in specific

Focus Areas of Questions

- Leadership
- Teamwork
- Impact
- Achievement

Common Questions

- Why consulting/company X?
- Tell me about a time that you demonstrated leadership
- Describe a time you made a substantial impact on the outcome of a team project you were on
- Talk about a time you dealt with a difficult person
- Tell me about a time you were on a team and had to persuade them of your point of view

More Common Questions

- What personal accomplishment are you most proud of?
- What sort of leader are you? How do you like to manage your teams?
- Tell me about your biggest strength/weakness
- Tell me about a time you had to lead a team through a difficult situation
- Describe a time that you set a significant goal for yourself and achieved. How did you do it?

Random Questions

- You'll probably get at least one random question that you'll have to improvise

Two examples:

- Tell me about a time you were recognized by your peers for an accomplishment
- What do you think is the most interesting business problem that companies face today?

Overall Strategy

- Working in the lab/doing research are not really enough
- Participate in leadership activities
- Try to have a significant impact in whatever you are working on
- Since you are going to have 2 or 3 interviews per round, you'll need at least that many unique stories to tell

The Oren Fit Matrix...

Resume item

Skill



	Teamwork	Persuasion	Leadership	Difficult person	Challenging situation
Lab work		Convince advisor to go along with project x			
Consulting club	Case comp		Executive board member	No one, of course	
Helping people club		Convincing school to give us funding			
Generic amazing thing					

Telling the Story - S T A R

- STAR is a commonly suggested approach for telling interview stories
- **SITUATION/TASK**
- **ACTION YOU TOOK**
- **RESULTS**
- Everything should be very structured and organized (similar to how you would address a case)
- Everything should be very specific – you will be pressed on this point

Additional Prep Tips

- For every situation in your matrix, try and STAR it as best you can
- Find a partner and practice fit just like you practice cases
- Everyone says not to practice because you will sound too rehearsed
 - I tend to disagree, but obviously don't have your stories memorized word for word

Common Mistakes to Avoid

- Stories that lack actual impact
- Not clearly describing the specific steps you took
- Not being succinct and to the point
- Not focusing on what you did specifically (should be say “I” more than “we”)
- Stories that don’t actually paint you in a positive light

Questions and Group Practice

- Everyone take 5 minutes and think of 2 or three stories that illustrate your leadership skills
- Try and STAR each of them
- Pair up and tell each other your stories