



Interview Techniques

At Grant Thornton we have changed the way we interview, moving from a competency-based interview question format to a strengths-based approach.

This can be quite daunting if you've never had or heard of a strengths-based interview and on some occasions, you can have a mix of both. Strengths-based questions are designed to look at what you enjoy doing and what you have a natural aptitude for. This way, our assessors can get a better feel for who you are and what motivates you. These interviews are also a good opportunity for you to find a position or opportunity you would naturally enjoy and where you would flourish.

Interview examples

When preparing for your interview, think of 4 or 5 examples you might want to use that really show you at your best. There are some standard topics to think about:

- Working in a team
- Dealing with large amounts of data
- Dealing with a complex situation
- Problem solving
- Relationship building
- Tackling challenging work

You can draw examples from every aspect of your life, not just work experience. Think about a project you've completed in class, a hobby or sport, it could even be day to day tasks such as how you approach exams or coursework.

Things to avoid...

Choosing to use examples from the experience day itself and instead, we recommend for you to have pre-prepared examples you know well and can use for different questions. We'd also encourage you to think of a variety of examples, ideally from different situations and environments, so you don't need to use the same example twice if possible.

Interview techniques

There are several different interview techniques you can use, and our advice would be to find one that suits your way of thinking. Using a technique allows you to give your assessor a well-rounded, detailed answer to their questions and so the need to probe or ask follow-up questions is minimised.

Below are two techniques you may find useful when preparing for your interview. Have a go at fitting your examples to the techniques as they can help to develop and expand your examples. Using a technique will also allow you to show what you did and the outcome/result of your actions, adding further structure and clarity to your answers – something assessors do look for.

PEEL		STARR	
P	Point – the task or situation	S	Situation – brief description of the situation
E	Evidence – approach to the problem/task	T	Task – outline the task you were completing
E	Explanation – what did you do, why and how?	A	Action – what you did to ensure success
L	Link – back to the question to show the relevance of your example	R	Result – what was the result or outcome?
		R	Reflection – what did you learn from the situation, what might you do differently next time?

Hints and tips

- Practice your examples
- Research the firm you're applying for
- Research the role you're applying for
- Think about the firm's values and how you /have demonstrated these?

Remember, the interview is not just about the assessors getting to know you, but it's also an opportunity for you to get to know us, and make sure it's the right place for the first steps in your career. With this in mind, do think about some great questions to ask our assessors.