Interviews

2025

Fiona Telford –Careers Consultant Mondays & Tuesdays

Josh Phillips – **Careers Consultant** Wednesdays, Thursdays & Fridays

Contact us on careers@lshtm.ac.uk

Session aim and objectives:

Aim: to equip you with tools to help you present yourself effectively at interview

Objectives: by the end of the session you will be able to:

- Interpret the most common types of interview questions

- Evaluate answer to a competency question

- Develop an effective preparation strategy for real interviews

What types of interview format have you experienced? Some examples are listed below:

- multi-mini interviews (MMI)
- assessment centre
- informal
- panel
- competency-based
- video
- Telephone
- Group...

What is your experience of being the other side of the table – the interviewer?

Insights?

What kind of interview situations do you anticipate?

What are your worst (interview) fears?

What we will cover:

- What to expect
- Types of questions
- Preparation
- Performance
- Reflection
- Feedback
- Anything else?

What to expect

Varies with sector

Non-clinical jobs selection process could include:

- Online tests
- Phone or video interview
- Assessment centre (variety of exercises)
- Face to face interview

We are concentrating today on face to face / video interviews

Types of questions

- Motivation – 'why do you want to work for...'
- Competency-based – 'tell me about a time...'
- Strength-based – 'what energises you?', 'do you prefer the big picture or the small details?'
- Technical/knowledge
- Situational judgement
- CV-based

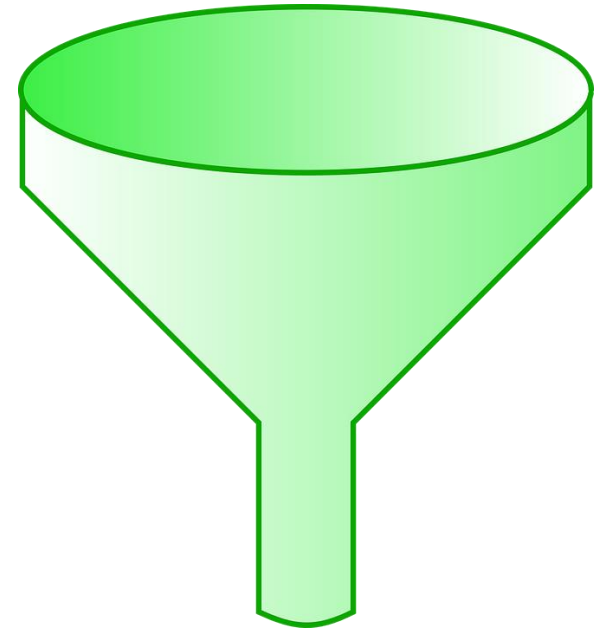We will focus a bit more on motivational and competence Qs today

…and how to tackle it

Do put your most feared Q in the chat and I will come to that at the end if I haven't covered it

Motivation questions

Things to think about:
- Why this role?
- Why this field?
- Why this organisation / project?
- Why now?

Or think about your timeline: does your career path to date lead you logically to this role?

Do you have the option to contact them for more info? Or your own contacts?

Motivation questions

Start broad and get more specific

Research the field / organisation

How does it fit with your career plans?

Often the most poorly answered of the types of Q
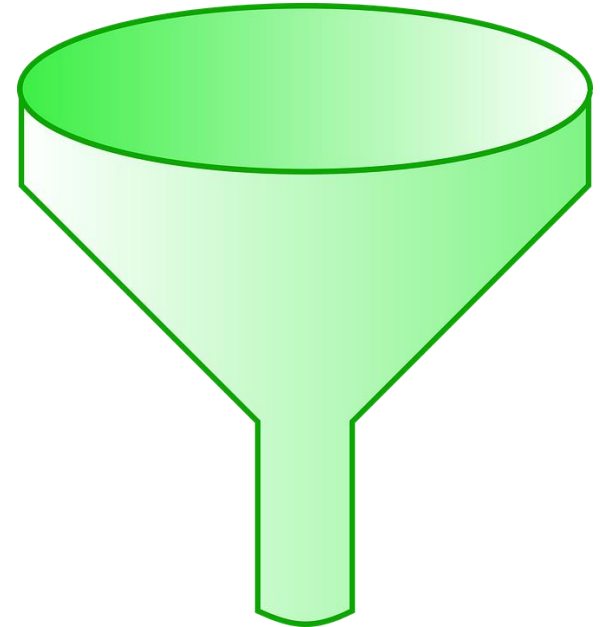
Example question:

- Why are you applying for this position?

Any suggestions?

- Why are you applying for this position?

? I've always wanted to help people

? This is a great organisation doing important work

? It will get me the experience I need to progress in another field / company

- Try to see things from the employer side

- Avoid cliches

- Don't tell them what they already know

- Don't suggest they are a stepping stone

Competency questions – STARR Model

S = Situation (10%)

T = Task (10%)

A = Actions (60%)

R = Result (10%)

R = Reflection (10%)

Most of your answer should concentrate on A. Remember to break actions section into really specific steps.

(CAR – Context, Actions, Results;

CARE – Context, Actions, Results, Evaluation)

- Think about a time when you worked as part of a successful team. What was your specific role in this team and what was achieved?

  (Team work and interpersonal skills)

Example answer:

"I worked for an events company which ran events to help people understand about current health issues. We were running one of our big conferences and I was a part of the organising team. I worked mainly on the front desk and was involved in some of the pre-admin. I also worked with other members of the team during the event to make sure it was a success. After the event, we had a debrief and agreed it had gone very well."

"I worked for an events company which ran events to help people understand about current health issues.

Good SITUATION

We were running one of our big conferences and I was a part of the organising team. *This is OK for TASK, but could you be more specific?*

"I worked mainly on the front desk and was involved in some of the pre-admin. I also worked with other members of the team during the event to make sure it was a success.

*Not enough specific detail about ACTIONS **you** took as part of the team.*

After the event, we had a debrief and agreed it had gone very well."

How could you improve this RESULT?

Competency questions

To access video examples of types of question together with commentary on what works, go to UCL Extend website:

Modules on Interviews

Motivation question examples

Competency question example

Find on the UCL Careers website here.

Select option to register and create an account.

Then you can enrol for free in Careers Essentials Online.

Select 'interviews' then 'interactive tutorial' to access recordings

Can you think of a good example from your experience for these?

- Tell me about a time when you **initiated** change;

- Tell me about a time when you **influenced** others;

- Tell me about a time when you had to work with a **difficult** colleague.

Preparation

- Identify the competencies/skills required – see person specification on Job Description
- Think of examples to use
- Think of challenges overcome
- Research the organisation thoroughly
- Think of intelligent questions to ask
- Practise

If only I had/hadn't said...AND what went well.

Try to write down the questions.

Be kind to yourself.

Ask for feedback: "what could I do differently next time to improve?"

Note it for next time – use it when you prepare.

Where to find resources on Moodle:

LSHTM Moodle

Library, Careers & Student Support Services ▾   Virtual Student Hub   DL Staff & Students ▾   London

Home / My courses / LSHTM Communities / Careers

About the career service

Applying for job further study

Applying for jobs or further study

Applying for jobs or further study

Don't forget that if you'd like to speak to a careers consultant about any of the aspects of job hunting, applications, and interviews you can **book an appointment**.

📁 Career information sheets

A series of downloadable information sheets giving advice on sourcing and applying for jobs - titles include 'Advice for Careers Changers', 'How to write a CV', 'Interviews', 'Applying for a PhD' and 'How to market your masters'.

📄 CVs and Applications

A series of short videos on CV writing, covering key principles, CVs for careers changers and CV advice for those with less experience.

Links to downloadable information sheets on w___ CVs.

📄 Interviews

Guidance on how to prepare for and impress at interview as well as some questions you might face.

Interview Resources – eCareersGrad

Interview Success

- 60+ video-based candidate example answers for sectors including consulting, finance, law, the public sector and academic interviews
- 10+ recruiter answer scoring guides and illustrated answer structures for introductory, motivation, competency, commercial awareness, strength-based (and weakness) and scenario questions
- Spotlights on anticipating potential questions, dealing with video interviews and what to ask the interviewer.

Access eCareersGrad here

Interview Resources

- https://thecareersgroup.interviewstream.com (interview simulator)
  - Sheet of 'challenging interview questions'
- Websites such as
- https://www.prospects.ac.uk/careers-advice/interview-tips
- https://targetjobs.co.uk/careers-advice including this page on video interviews.
- 30 Common Competency Questions & Answers
- UCL Careers Lab (Youtube channel)
- LSHTM Practice interviews (bookable 6 days in advance)

Takeaway action:

What are 1-3 takeaway actions from today's session?

We value your feedback

Please complete the feedback form – there is a QR code in the room or
online https://forms.office.com/e/QABhyaPgqV

And now let's move to your questions.....