



The Ten Commandments to Ace the Campus Interview

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Opening Disclaimers

- **One man's opinion**
 - Moderate experience in recruiting
 - I typically see what doesn't work more than what does
 - P&G's approach may differ from others
- **Does not guarantee employment but could prevent early regrets**
- **Meant to supplement advice received from Career Services**

Getting the Campus Interview

- **Starts with a strong educational and technical background**
 - Examples of Mastery, Leadership, and Collaboration
 - You cannot invent work (and not be found out!)
 - Publish, publish, publish
- **Continues with a well-written Resume/CV**
 - Use Career Services
 - Use professional and personal experiences
 - Leader of Youth Group, Volunteer Coordinator, etc.

The image features two stone tablets with Roman numerals I through X. The tablets are arranged in two columns. The left column contains numerals I, II, III, IV, and V. The right column contains numerals VI, VII, VIII, IX, and X. The numerals are rendered in a light gray, semi-transparent font. Overlaid on the center of the tablets is the text 'COMMANDMENT I' in a bold, brown font, followed by 'Knoweth where you are going before you leave' in a smaller, brown font.

COMMANDMENT I

**Knoweth where you are going
before you leave**

Where do you want to be?

- **#1 Advice I tell all young scientists is “go where your passion takes you”**
 - If you want to post-doc, do it
 - If you want to go to law school, do it
 - If you don't know, that's OK too, but...
- **Don't interview with someone if you have no intention of going in that direction**
- **Net, our time is too short here and your taking up space from someone else**

The image features two stone tablets with Roman numerals I through X. The tablets are arranged side-by-side, with the first tablet on the left containing numerals I, II, III, IV, and V, and the second tablet on the right containing numerals VI, VII, VIII, IX, and X. The numerals are rendered in a light gray, semi-transparent font. Overlaid on the center of the tablets is the text 'COMMANDMENT II' in a bold, brown font, and below it, 'Time is thy enemy' in a smaller, brown font.

COMMANDMENT II

Time is thy enemy

Time is NOT on your side

- **The entire interview is 45 min**
- **You get 10 min to talk about your thesis work**
 - Most of you could talk for days about your work
 - You will get cut off at 10 min
- **Hit the high points**
 - Critical steps, examples of innovation, problem solving and collaboration are excellent examples
- **The remaining time is for the interviewer to ask questions**
 - This is where the true assessment occurs

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COMMANDMENT III

**Swallow your pride and call in the
reinforcements**

Bring talk aids

- **Anything that streamlines the summary of your thesis work will do:**
 - Manuscript/poster reprints
 - Power point presentation
 - Hand drawn reactions
- **Handing it out in advance is even better**
- **CAUTION: Be certain that what you give out is non-confidential**

The image features two stone tablets with Roman numerals I through X. The tablets are arranged side-by-side, with the numerals on the left tablet (I-V) and the numerals on the right tablet (VI-X). The numerals are rendered in a light gray, semi-transparent font. Overlaid on the center of the tablets is the text 'COMMANDMENT IV' in a bold, brown font, and below it, 'Knoweth thy Devil's Advocate' in a smaller, brown font.

COMMANDMENT IV

Knoweth thy Devil's Advocate

Defending the 'So What'

- **Be prepared to explain the practical applications of your work**
 - As if you were explaining them to your grandmother
- **Interviews are 'won and lost' on this alone**
- **This point should come out in the first 2 minutes – no exceptions**

The image features two stone tablets with Roman numerals I through X. The tablets are arranged side-by-side, with the numerals I through V on the left and VI through X on the right. The numerals are rendered in a light, semi-transparent grey color. Overlaid on the center of the tablets is the text 'COMMANDMENT V' in a bold, brown font, and below it, 'Speaketh Plainly' in a smaller, brown font.

COMMANDMENT V

Speaketh Plainly

Speak Clearly and Slowly

- **You all have passion for your work, don't try to spit it out all at once**
 - If I don't understand it, then I can't rate it
- **If English is not your native language, then you must be even more mindful of your communication**
 - Interestingly I have more trouble understanding those whose English is their native language
- **Practice your thesis summary, pausing between every word**

The image features two stone tablets with Roman numerals I through X. The numerals are arranged in two columns: I, II, III, IV, V on the left and VI, VII, VIII, IX, X on the right. The text 'COMMANDMENT VI' is centered over the tablets, and 'Looketh into the mirror' is centered below it.

COMMANDMENT VI

Looketh into the mirror

Time to answer questions about you

- **Majority of time is spent answering various questions**
 - Aimed at understanding your behaviors
- **Biggest misunderstanding is you can't prepare for this**
 - Study your own past
 - Go beyond your thesis work, beyond graduate school, beyond undergraduate work
 - This is your life's story

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COMMANDMENT VII

Driveth thy Chariot....or CAR

Context, Action, Results

- **Context** – What/why were you in a particular situation that you are describing
- **Action** – What did you do in response
- **Results** – What was the outcome
 - I will probe for all three, occasionally asking follow-up questions

Example

- **Question:** Tell me about a time when others used you as a resource because of your expertise?
- **Answer:** I was approached by a student in another group to help them run GC-MS since I was our labs expert. I set up a time where we could discuss her needs, arranged time on the instrument and gave her hands on training. Since then, she has gained proficiency on the instrument and uses me as a resource to troubleshoot.

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COMMANDMENT VIII

**There are no wrong answers...just
better ones**

Think before you talk

- **Pause before answering any question**
 - I've had 30 sec pauses while people have thought of the best answer – and nailed it!
- **Make sure you have all three parts of the CAR**
- **Provide the best example to demonstrate that trait**
- **Avoid repeat examples (use as last resort)**

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COMMANDMENT IX

Knoweth thy company

Come Prepared

- **Use the internet**
- **Bring questions**
 - What's travel like?
 - How many hours a week do you work?
- **Know the current trends/hot news**
 - How does the Coty merger help P&G?
- **Spell P&G correctly – Procter & Gamble**
- **Dress casual but come fresh and energized**



COMMMANDMENT X

Sharpeth thy Saw

Seek Feedback

- **Get help from anyone willing to offer, even interviewer**
- **Practice your opening thesis summary**
- **Build on strengths and address development areas**
- **If you are not improving yourself, then you are in reality falling behind someone else**

The image features two stone tablets with Roman numerals. The left tablet contains numerals I, II, III, IV, and V. The right tablet contains numerals VI, VII, VIII, IX, and X. The numerals are arranged in two columns. The text 'COMMANDMENT XI' is centered across the middle of the tablets, and 'Goeth!' is centered below it.

COMMANDMENT XI

Goeth!