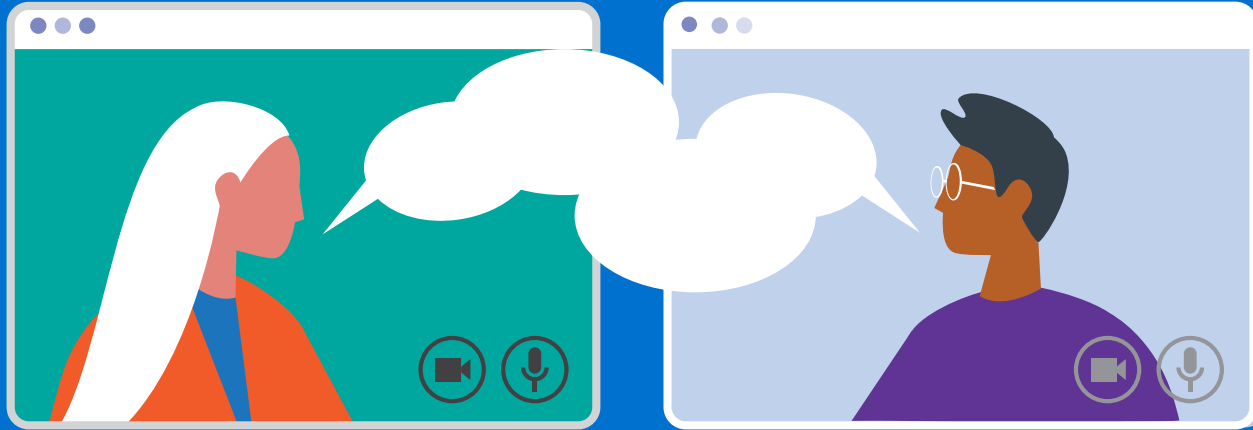


Tips for a successful interview



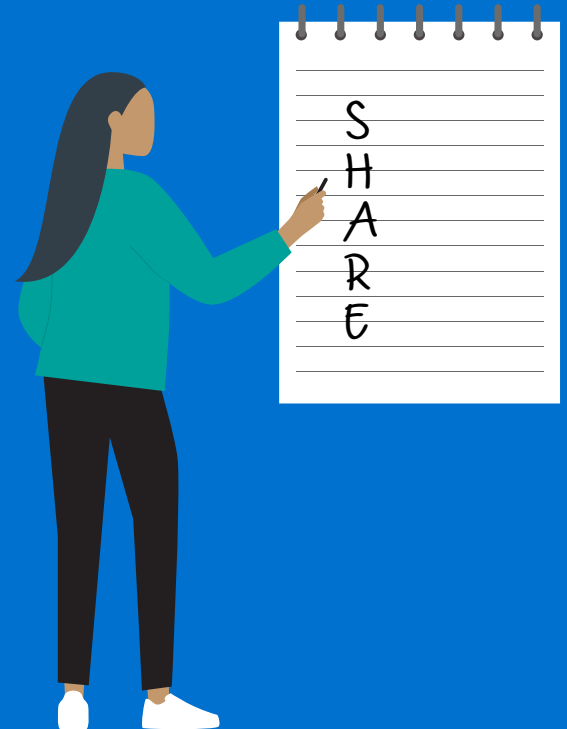
Research the company and interviewers

- Research helps you fully prepare and craft meaningful questions that demonstrate you're truly interested in a job opportunity.
- Research helps you gain insights into a company's purpose, culture and leadership.
- Research the people who will interview you; it will help you feel more comfortable speaking with them.



How to formulate a response: the SHARE Model

- Take 30 seconds to structure your thoughts using the model.
- Write down the question, write down SHARE vertically and quickly write down a few points for each section that you'll address.
- Then...be confident and speak to it.
You can't get lost in story telling if you use this model. Try it!



The SHARE Model

- S** **SITUATION:** What was the situation? Who was involved?
When did you get involved? What was your role?
- H** **HINDRANCE:** Was this hard for you? Why or why not?
If yes, what was challenging?
- A** **ACTION:** What did you do? What did you say?
What was going through your mind at the time?
- R** **RESULT:** What was the end result?
- E** **EVALUATION:** How well would you say you did?
What did you learn? Which parts did you enjoy?
Which did you dislike, and why?

Structure your thoughts before answering

- The SHARE Model helps you organize your thoughts when answering behavioral questions.
- Be concise but give enough detail to keep the conversation going.
- It's okay to pause and collect your thoughts before answering.
- Bring a notebook and pen to write down key question points to help you stay on track.



Try your best, even if you don't know the answer

- Share your thought process out loud – even if you don't have the perfect response, you may be on the right track and get credit for reasoning out an answer.
- Remain calm, don't give up and try to connect with the interviewer.



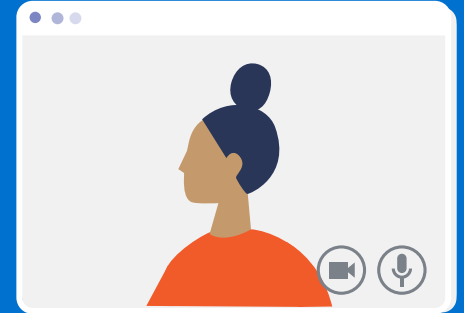
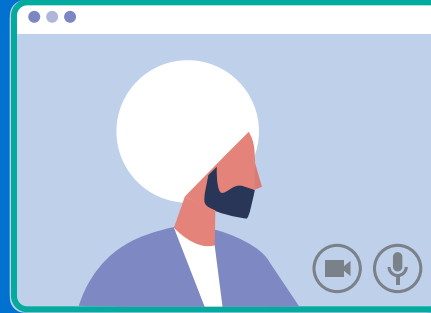
When needed, ask for clarifications

- Don't be afraid to ask for clarifications on questions, or definitions for terms you are not familiar with.
- Ask the interviewer to repeat any information you may have missed to get back on track.



Ask well-thought-out questions at the end of the interview

- Demonstrates your desire to learn more about the role and company.
- Allows you to share some things you found interesting during your research.
- Helps you understand how our values align with yours.

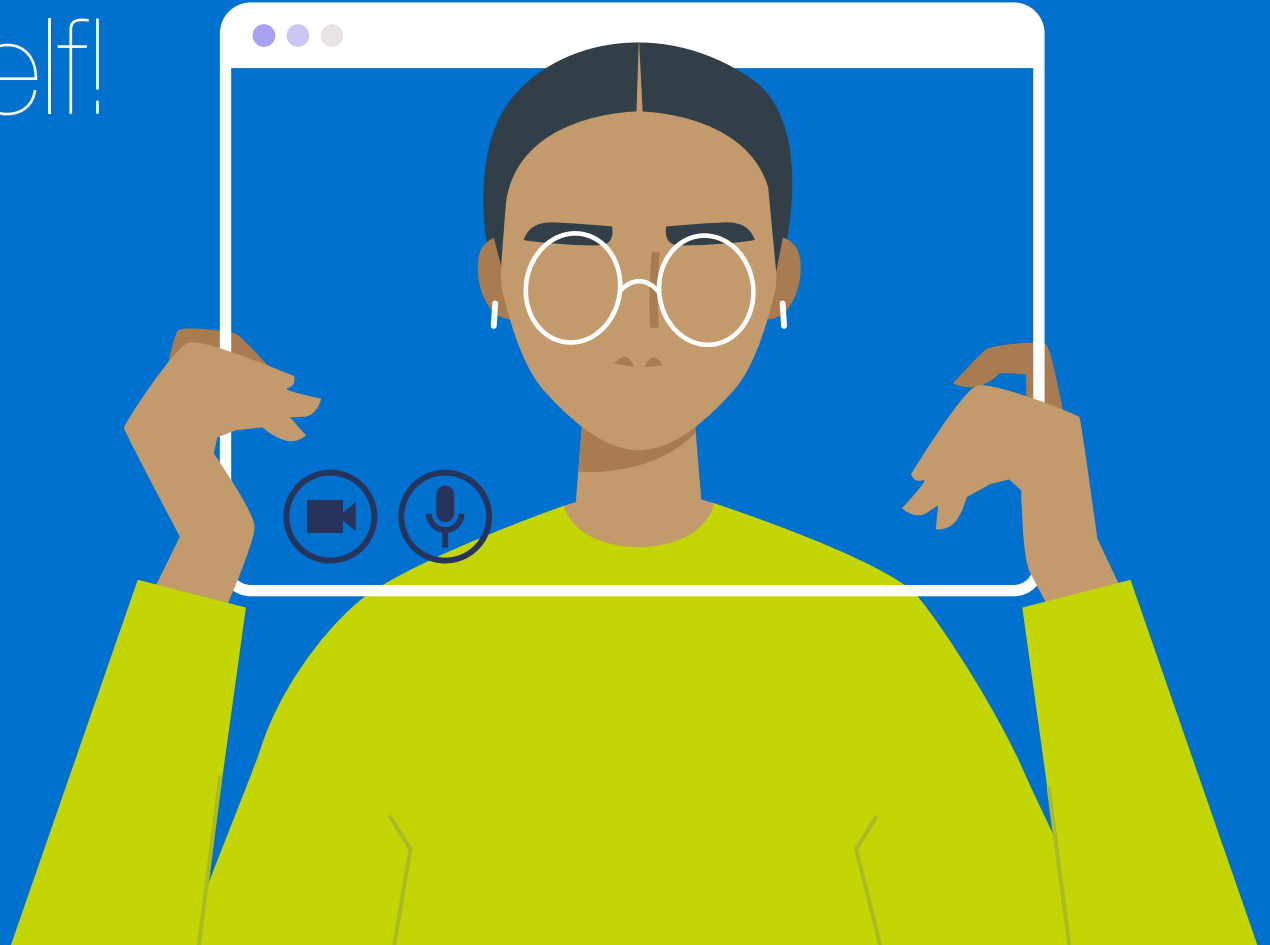


Virtual interviewing tips

- Set up a dedicated space for your interview to help you focus.
- Mention any potential distractions at the beginning of the interview (shared space, pets, construction noise).
- Refer to your notes if you need to but don't read across the monitor.
- Have a backup plan in case of technical difficulties.



Be Yourself!



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