



# LIBOR

*Little Investment Bankers of Rutgers*

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Behavioral Workshop

Tuesday, January 30<sup>th</sup>, 2024

# What are behavioralals?

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- Behavioral questions are designed to give hiring managers insight into your behavior, personality, and learn how you handle work-related situations.



# What to convey?

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- You are normal
- You are thoughtful, logical, and interested
- You have a positive attitude
- You adapt, learn, and grow
- You can give an answer without rambling



# Common Behavioral Questions

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- Tell me about yourself/Walk me through your resume
- Why this firm?
- Why this division(IB, ER, S&T, etc.)?
- What are your strengths and weaknesses?
- Tell me about a time when you
  - failed
  - succeeded
  - showed leadership
  - worked on a team
  - took initiative



# Tell me about yourself...

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- **Introduction**
  - Hi my name is...
- **Spark**
  - My interest in my major comes from...
- **Initiative**
  - When I came to Rutgers...
- **Action**
  - In my internship...
- **Conclusion**
  - And why I'm here today



# Why do you want to work at XYZ firm?

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- Think of it like an essay – a thesis with 2-3 main points. Be thoughtful, not not overwhelming
- Touch on how you learnt/decided you want to apply
- Great reason you can give is the people/culture
  - Who have you spoken to and what did they say?
  - Can politely, quickly mention a networking contact as a tool for a greater reason (When I spoke to X, they emphasized...)
- Specific initiatives or business model focus
  - Diversity, sustainability, work in third-world countries
  - Clients mostly corporates or sponsors? Mature or startups? What type of work is their focus (M&A, ECM/DCM, etc.)
  - Very technical work or operationally focused?



# Why do you want to work in this division?

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- Important to show that you have done your research
  - Organize online research, call notes, etc. as part of prep
  - Answers shouldn't be able to be easily interchangeable for another group or bank – unique and specialized as possible
- Talk about characteristics of the group: high level of responsibility, types of deal tasks, clients and timelines, demonstrated interest in industry coverage or product
- Similar to your story, you want to be concise in your answer and should aim to have a one-minute answer to this question
- Less is more - the longer you make your answer, the more room you give your interviewer to grill you



# Strengths

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- Highlight your skills
- Back up each strength with an example (usually a personal story)
- Interviewer should specify how many, but have 3 prepared at all times.
  - If not, go all on one anecdote for one strength. Quality of explanation >> long rambled list
- It's ideal to tailor your strengths for the position
  - But don't lie to make yourself look like a good fit
- Example of strengths:
  - Attention to detail, Work well under pressure, Time management, Communication, Persistence





# Weaknesses

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- Mention real weaknesses, unless they hurt on the job
  - Ex: bad attention to detail, can't work in high pressure environment, bad time management ..
- Also can't say one of your strengths negatively
  - Ex: too nice, too detailed, work too hard etc.
- Change the weakness into a learning experience
  - Always end your answer with how you have grown/improved and continue to do so
- Examples:
  - Public speaking, trouble saying no, people pleaser, etc.
  - These need to be somewhat true to work – be generic/fake and people will tell!



# Tell me about a time ...

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- Tell me about a time you failed
- Tell me about your greatest success
- Tell me about a time you led a team
- Tell me about a time you had a bad team experience
- Tell me about a time you made an important decision with limited information



# STAR Method (Be specific)

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- **Situation**
    - 1-2 sentences to describe the setting
  - **Task**
    - 1-2 sentences about what the central issue
  - **Action**
    - 1-2 sentences on what you specifically did to resolve issue
  - **Response**
    - 1-2 sentences on the outcome
- Applicable to the majority of behavioral questions
  - Use your real experiences → best to have 6 prepared personal stories that you can use for any “Tell me about a time” question



# Miscellaneous Questions

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- How would your friends describe you?
- Who is your role model?
- Tell me something that's not on your resume
- What motivates you?
- What do you do for fun?
- Where would you time travel to?
- Who is one person you would like to meet, dead or alive?



# Focus on...

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- Showing personality! Be well read and unique
- But don't be too casual
- Answer with REASON
- Don't forget to smile



# Difficult Questions

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- I have four resumes here: all have above a 3.8, all have great extracurriculars, and all go to great schools. What differentiates you?
- Why is your GPA so low?
- Tell me about a moral dilemma you've faced
- Tell me about a time you got negative feedback and how did you work on it?
- How do you deal with difficult co-workers/How do you deal with rejection?
- Brain teasers (just want to see how you think, don't have to get it right)



# Focus on...

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- Staying calm
- Answering genuinely – you don't want to come off as smug
- Don't talk negatively about the people/firm
- Try to end the answer on a positive note with a takeaway.



# Final Takeaways

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- Practice, practice, practice – repetition is key
- Make a behavioral document – write out the answers to the questions
- Say answers out loud – remove any awkward sentences, **don't memorize it**
- Mock interviews – ask juniors/seniors to mock interview you to help you practice
- Don't panic and again, remember to smile :)





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Questions?

