

A vibrant, multi-colored hot air balloon basket viewed from below, with a white text box in the top left corner. The balloon's fabric is divided into many small, irregular panels in shades of purple, orange, yellow, green, and blue, radiating from a central point. The white text box is positioned in the upper left quadrant of the image.

Deloitte.

Showing yourself
at your best
opens the door
to amazing

A few little hints and tips to help
with your BrightStart application

Before you start, it makes sense to ask yourself why you really want to work with Deloitte.

And be honest – it's important that you understand your motives for applying. Next up, make sure you've read our website thoroughly – particularly the client case studies and people profiles which give a great feel for the work we do in each service line and the day-to-day reality of life at Deloitte.

Completing the form

Before you can apply, you need to register with us online. Once you've done that, you can log-on to the system with your user name and password, revisit your application and track its progress at any time. When you come to complete the form itself:

- Check that you meet the requirements for the programme you're applying for on our website.
- Before you submit your application, review it for spelling and grammar and ensure all the details you have provided are correct.

The Firefly Freedom game

Once you have completed our application form, you will be invited to play the Firefly Freedom game. This game is played using Apple iOS and Android operating systems so you'll need to have access to a device with either of those.

- You need to collect as many tokens as you can. The most important objective is to be focused on all the tasks in the game.

- It usually takes about 20-25 minutes to complete, but it's more about how well you focus than how quickly you finish.
- We don't measure the number of tokens you collect. Instead, the game is designed to test how you approach each level and decide to address each task. Be yourself and let the game capture how you apply yourself.

The numerical reasoning test

If your application's successful, the next step is the online numerical reasoning test. You'll be presented with tables and charts of information which you'll need to interpret, and then you'll choose an answer from a number of options.

You'll have 30 minutes to complete it, and you can use a calculator or paper and pencil if you want.

- Practice makes perfect, so complete practice tests before you take the real thing:

➤ www.deloitte.co.uk/brightstart/numericalreasoning

- Practice until you feel comfortable so you know what to expect.
- Pace yourself and read the questions fully, taking account of all the relevant information.
- You'll have 21 questions to answer.

The critical thinking test

Critical thinking is the ability to look at a situation, clearly understand it from multiple perspectives and separate facts from opinions and assumptions. A lot of employers see it as a key 21st century skill.

The assessment measures essential workplace skills related to problem solving and decision making. Easier and tougher questions in a range of formats will measure all areas of your critical thinking ability.

- You'll need to complete 40 questions in 30 minutes, so plan your time and make sure you have no distractions.
- Make time to practice first so you know what's coming. You'll find the practice tests at: www.deloitte.co.uk/brightstart/criticalthinking
- Make sure you know what's being assessed. The test measures critical thinking through these five sub-tests:

01/ Inference

Rating the probability of truth of inferences based on given information.

Identifying unstated assumptions underlying given statements.

02/ Recognition of Assumptions

03/ Deduction

Determining whether conclusions follow logically from given information.

Weighing evidence and deciding if generalisations or conclusions based on data are warranted.

04/ Interpretation

05/ Evaluation of arguments

Evaluating the strength and relevance of arguments with respect to a particular question or issue.

There are example questions before each sub-test – but be aware that these are timed as part of the assessment too.

The background of the top half of the page is a vibrant green geometric pattern. It consists of numerous overlapping, parallel lines that create a series of nested, diamond-like shapes, giving it a 3D, architectural feel. The lines are in various shades of green, from light to dark, and they converge towards the center, creating a sense of depth and movement.

The assessment centre

An assessment centre will be part of the selection process for the BrightStart scheme. At the assessment centre, you will take part in a group exercise, written exercise and first round interview. So it's good to know what we'll be looking for and how to give your best on the day.

The group exercise

This is designed to assess a number of key attributes and critical reasoning skills including whether you work effectively as part of a team, and how you create and support ideas. We also get to see your interpersonal skills in action.

- When you communicate your ideas be assertive, not aggressive, and speak confidently.
- Make sure your contributions to group discussions are relevant, clear and understandable.
- Use the background information you're given to steer the conversation.
- Encourage all group members to contribute.
- Keep an eye on the time and direct the conversation to key topics which will help you achieve your objectives.
- Listen objectively to others' views and value their input.

The written exercise

Here we're assessing how you gather and analyse information. Working by yourself, you'll have various sources of information to read. You'll need to evaluate it critically and explain your rationale for your chosen approach.

- You will have 50 minutes in total.
- Time management is key – pace yourself and read the information you are provided fully, taking into account the objectives of the questions you have been asked to complete.
- Include your wider business knowledge – think whether you need further information and would like to see it included.
- Think carefully about how you structure your writing, making sure your answer is clear and well organised.
- Use appropriate communication (don't use slang words or jargon) and leave time to check your spelling and grammar.

A blue circular icon with a white drop shadow, containing the text '1st interview' in white. The icon has a white outline and a white drop shadow.

1st interview

Here we'll be asking you for examples from your own experience of projects, events or activities that you have been involved with. You can draw on examples from school/ college, your hobbies and interests or other experiences to help support your answers. We are looking for you to show key behaviours that align to our core values. We'll also explore your motivations for joining the BrightStart programme and working at Deloitte.

Before you go:

- Think of any long-term activities, pieces of work or projects where you had a significant role to play. They could be work you're proud of, a project you found quite challenging, but certainly something you've put time, effort and energy into.
- Come prepared by thinking about what you can bring to Deloitte in terms of your core drivers and values. By that we mean demonstrating how you strive to be the best you can be, or how you embrace working and collaborating with others.

A blue circular icon with a white drop shadow, containing the text 'Final interview' in white. The icon has a white outline and a white drop shadow.

Final interview

Successfully pass our assessment centre, and you'll move on to the final interview with a senior member of staff from the business area you've applied to join. This will take place on a different day to the assessment centre.

In the final interview, we'll focus on what's important to you, what your motivators are and what you value as an individual. Often, this stage will also include a presentation which we'll give you time to prepare beforehand.

- Think about your commercial awareness and make sure you're up to date with the latest news and stories that might have an impact on our business.
- Be prepared to talk about yourself and what matters to you, and be ready to back that up with examples.
- Think hard about your key motivations for joining Deloitte and, in particular, your chosen service line.

Don't forget

- Be sure where the assessment centre or final stage interview is, what time and how to get there. Keep a note of who to ask for when you arrive.
- Dress for the occasion – smart and business-like.
- Remind yourself what you wrote on your application.
- Recap on Deloitte and the programme you're applying for.

For your interviews

- Shake hands firmly when you arrive, smile, look confident and be enthusiastic.
- Look the interviewer in the eye and be aware of your body language.
- Listen carefully to each question before you give your answer.
- Be clear, concise and specific with your answers – don't waffle.
- Use practical examples to illustrate how you demonstrate our core attributes.
- But focus solely on your contribution in any examples you give.
- Think about the kind of questions you'd like to ask.

This last point is particularly important. After all, the face to face stages of the selection process aren't just for our sake. They are also a chance to confirm that Deloitte is the right choice for you. With that in mind, here are a few example questions you might want to ask:

- What's the most exciting thing about this role?
- What are the biggest challenges?
- Where do you see this opportunity leading?
- What are those who joined last year doing right now?
- Why did you choose to join Deloitte?
- What do you enjoy most about it now that you're here?
- How did you balance work with studying for a professional qualification?

The biggest piece of advice we can offer, however, is really quite simple and applies to the entire application process; give it everything you've got. That's to say, enthusiasm and commitment count for a great deal here at Deloitte. And this could be the first chance you have to demonstrate yours.

Good luck!

