

Deloitte.

How to approach
your Deloitte first
round interview



What to expect

We know interviews can be nerve racking but they are also a great opportunity to show off your talents. The Deloitte first round interview is designed to give you the best chance to show us your skills, motivations and behaviours. We want you to do well.

The purpose of the interview is not only for us to assess your suitability for the role but for you to also a chance for you to get to know Deloitte and the role you have applied to. It's a 2 way process. A conversation to educate both parties.

The first round interview is the penultimate stage of the process for anyone applying for a full time role. Anyone applying for a summer internship this is the final stage. The format of the first round interview across our services lines is a motivations and behaviours based interview and a case study.

The exceptions to this are:

- Deloitte Real Estate, Corporate Finance Transaction Services and Forensic none of which have a case study
- Consulting which also includes a group exercise
- Tax Consulting which also includes a group exercise

It is a one to one with a manager or senior manager from the area you have applied to. The interviewer will ask you to talk through a specific activity, project or pieces of work that you've been involved in. This could be pieces of work you are **particularly proud of**, or ones that you found **quite challenging and complex to deal with**, or where you have **invested time, effort and energy**.

What to consider before interview

The role: Do you know what the role you have applied for actually does? Can you describe what you would be doing on a day to day basis? Can you articulate why it appeals to you?



Deloitte: Why us? What specific things about Deloitte interest you? What have we done as firm that appeals to you? Are there any key things your service line area have been involved in recently? Find out as much as you can and in particular on your service line in advance of your interview.



Yourself: Ask yourself the questions listed below around motivations and behaviours. Think about examples from past experiences.



On the day

- Dress appropriately – business attire is best
- Keep reasonable eye contact and smile
- Be aware of your body language
- Speak clearly – don't mumble or use monotone
- Come prepared with a project or piece of work you can talk through
- Lead the interviewer towards your strengths and the input *you* had and help the interviewer by volunteering information
- Structure your answers and be enthusiastic
- Ask appropriate questions – *A top tip is to ask the interviewer for their experiences of the company. This will offer a unique personal insight into the team/firm you may be joining*

What about the case study?

Some Service Lines include a **Case Study** where we are looking to assess relevant behaviours. The case study will provide you with a fictitious scenario which is close to the type of work you are likely to come across when working at Deloitte. You will have 30minutes to read materials and a 15 minutes Q&A session. Timings may vary depending on service line but this will be explained on the day.

This is an on the spot case study so there is little you can do in terms of preparation but we would advise you to read the material carefully and think about the key issues and challenges in the scenario and what questions you may be asked.

- Use the time you are given effectively
- Take a note of/underline anything which strikes you as noteworthy to help you work quicker and more accurately – you are permitted to take notes to the interview
- Try to Identify and prioritise important issues – don't get too caught up trying to deal with every aspect of the case study
- Construct a logical framework with which to explore the critical issues of the case i.e. SWOT Analysis
- Ensure you come to a conclusion

Rarely is there one "right" answer for analysing a case; consider all lines of argument and present one as your chosen opinion, mentioning why you discounted the others. Your process for reaching your conclusions is equally important to the interviewer as is the conclusion itself. Additional information may be introduced throughout the interview and Interviewers will be looking to gauge how you deal with this and how flexible you are.

What are motivations and behaviours?

It's important for us to understand why you want to work for for Deloitte, and why you've chosen the service line and role you're applying for. We want to gain further insight into you and get a better understanding of what makes you tick! What is important to you? What excites you, how you would normally go about a task?

When thinking about **behaviours** it would be useful to consider the below questions:

- How do you approach and complete tasks (thinking behaviour)
- How do you gather information and come up with ideas? (thinking behaviour)
- How do you build relationships? (people behaviours)
- How do you like to communicate? (impact behaviour)

When thinking about **motivations** it would be useful to consider the below questions:

- When you worked on a particular piece of work what did you enjoy most?
- What part of working life drives you most?
- What part of for example Audit excites you?
- What is it about Deloitte that makes you want to work here?

The key point here is for you to reflect on your natural habits, what drives you and what makes you happy and excited.

Other useful resources

- The **Deloitte impact report**
- Our **Facebook** and **Twitter** pages
- Our **Website** which gives some great insight into the work we do
- Case studies of our people on our **You Tube channel**

Finally

Try and stay as calm as possible. Remember it's a two way conversation and we will do all we can to put you at ease.

Enjoy the experience and the opportunity to show us what you are made of!

Good Luck!

The Deloitte Student Recruitment Team

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