

Interviewing Workshop

Bruin Actuarial Society

Agenda

1. Introduction
2. Types of Interviews
3. Preparing for Virtual Interviews
4. Types of Interview Questions
5. After the Interview





Introduction

You have an Interview scheduled. Now what?

Receiving an interview means that you are qualified, at least on paper

Now you must show them you are who you say you are and that they want to work with you

Expect 2 to 3 Interviews before you are hired

1. Types Of Interviews



Phone Interviews



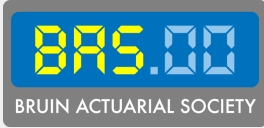
Live Video Interviews



Recorded interviews



In Person Interviews



Phone Interviews

- Ranges from 15 min to 45 min
- No body language

Do's

- Find a good place with good phone signal
- Answer the phone with "Hello, this is [Your Name]"
- Use your voice and intonation to convey your passion and interest

Don'ts

- Furiously type out answers to technical/ logic questions during interview
- Excessive background noise and distractions
- Ramble (Speaking for 2 mins straight is a bad idea)

Live Video Interviews



- Check video and microphone quality beforehand
- Find a place with good lighting and background
- Maintain eye contact. Look into the camera, not the screen
- Smile and let the recruiter lead the conversation
- Dress professionally

Recorded Interviews



- More common since the pandemic
- Questions appear on your screen
- Your webcam records you answering questions
 - You may have multiple attempts to answer each question
 - You will have some time to read the question and brainstorm your response before recording
- Could be impersonal, awkward, and robotic
- Same tips as for live interviews

In Person Interviews

- Could take place on campus (Career Center) or on company site
- Keep in mind that anyone in the room could be your interviewer
- Arrive and check in at least 15 minutes early
- Your interview starts the moment you walk in the building



Final Round Interviews

Usually a live video interview with the team

- Final step before a decision
- All about “office fit”
- Usually multiple 30 min interviews with actuarial students and a fellow/hiring manager
- Give consistent answers (interviewers will compare notes)





2

Preparing for an interview

Do Your Research

- Research the company, position and the interviewers
- Use **Google, Wikipedia, LinkedIn, Glassdoor** and corporate websites
- Know your resume inside and out: You should be able to discuss all your significant academic/professional/leadership experiences

Interviewer: So why do you want this job?

Me: Well, I've always felt passionately about not starving to death



What To “Bring”

- Laptop with webcam and headphones (virtual)
- Phone on the side and in silent mode (in case of WIFI issues)
 - Make sure vibration is off
- Copy of your resume for reference during interview
- Pen and paper to take notes
- Business professional attire





3

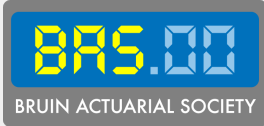
Practicing Interview Questions

Types of Interview Questions

The Basics

- Tell me about yourself
- Why do you want to be an actuary?
- Why are you interested in this specific industry?
- Current events
- Personal experiences
- Where do you see yourself in 5 (or 10 or 20) years?
- How do you study for actuarial exams?





Practice!

Tell me about yourself.



Practice!

Why do you want to be
an actuary?

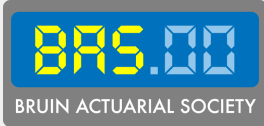
Practice!

Where do you see
yourself in 5 years?

Stat Technique



And remember, do not think of new details as you answer. Say what you had planned for and end.



Star Technique

Situation – Describe the background

- While employed at CRS marketing last summer

Task – What challenge came up/ what do you need to do?

- I was given the task of managing several Twitter accounts

Action – Steps you have taken to address this issue

- I suggested using a different social media tool to manage all the accounts from one dashboard

Result – What was the outcome of your action?

- My idea was accepted and implemented and resulted in a time saving of 3 hour per week



Behavioral Questions

- Interviewers want to know how well you work in a professional setting!
- How do you interact with people who are difficult to work with?
- Describe a time when you took leadership or initiative
- Do you work best on a team or individually?
- Tell me about a time you had a conflict within your team, what steps did you take to resolve it?

Practice!

Describe a time you
had a conflict when
working in a group.

Resume-Based Questions

- **The interviewers needs to verify what you have on your resume**
- Walk me through your resume
- What did you do during your time at [previous employer]?
- What was the most important thing you learned at your previous job?
- What was the biggest challenge at your previous job/internship?



Accessing your interests

- How did you become interested in this company?
- What do you know about this industry?
- What do you hope to accomplish or learn here?



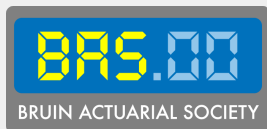
Practice!

Please select a line of business or industry (e.g. health and benefits, property and casualty, retirement, life or insurance, consulting) and describe why you're interested in it.

Brain-Teaser questions

- Interviewers don't expect a right answer, just that you think out loud.
- *How many basketballs could fit in a bus?*
- *How many gas stations are there in the US?*
- *How many times a day do the hands of a clock overlap?*
- Various riddle questions





Technical/Situational Questions

- Technical questions are designed to test your knowledge on the industry as well as your actual technical skills
- Could be based on recent industry development
 - *What are some factors that affects the frequency and severity of the auto industry?*
- May be given a dataset, and asked how would you accomplish a certain task
- Situational questions are like brain teaser questions
- May give you a situation, and ask you follow up questions based on your answer
 - Could be looking at a graph and trying to predict the future
 - *What are the top 3 factors you need to consider when pricing insurance for a museum?*
- Research the company and know events that could affect the company!

Practice!

How many pairs of
boxers were sold in the
U.S. last year?



4

Make a positive impression

During the Interview

Body Language

- Maintain eye contact
- Keep your head up and back straight
- Avoid fiddling with hair/face
- Dress and act as you would in an office interview
- Avoid shaking your leg while seated



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Your Turn for Questions

Showing Genuine Interest

- What projects would I be working on?
- Who would I work with?
- Who should I report to?
- What is the organizational structure of the office?
- When can I expect a hiring decision?

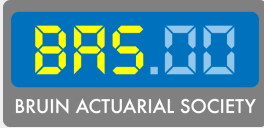
After the Interview

- Thank the interviewers for their time
- Ask the interviewer for his/her email address and send a thank you email
- Follow up when the decision is due



Questions?





AND THAT'S A WRAP!

KEY TAKEAWAYS

- ✓ Research the company in advance
- ✓ Use the STAR method in answering questions
- ✓ Dress professionally, be confident

ANNOUNCEMENTS

- ✓ SB Actuaries Info Session this Thursday at 6 PM
- ✓ Coaching Actuaries Tutorial next Tuesday (10/18)
- ✓ Mentorship Mixer next Thursday (10/20)



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