

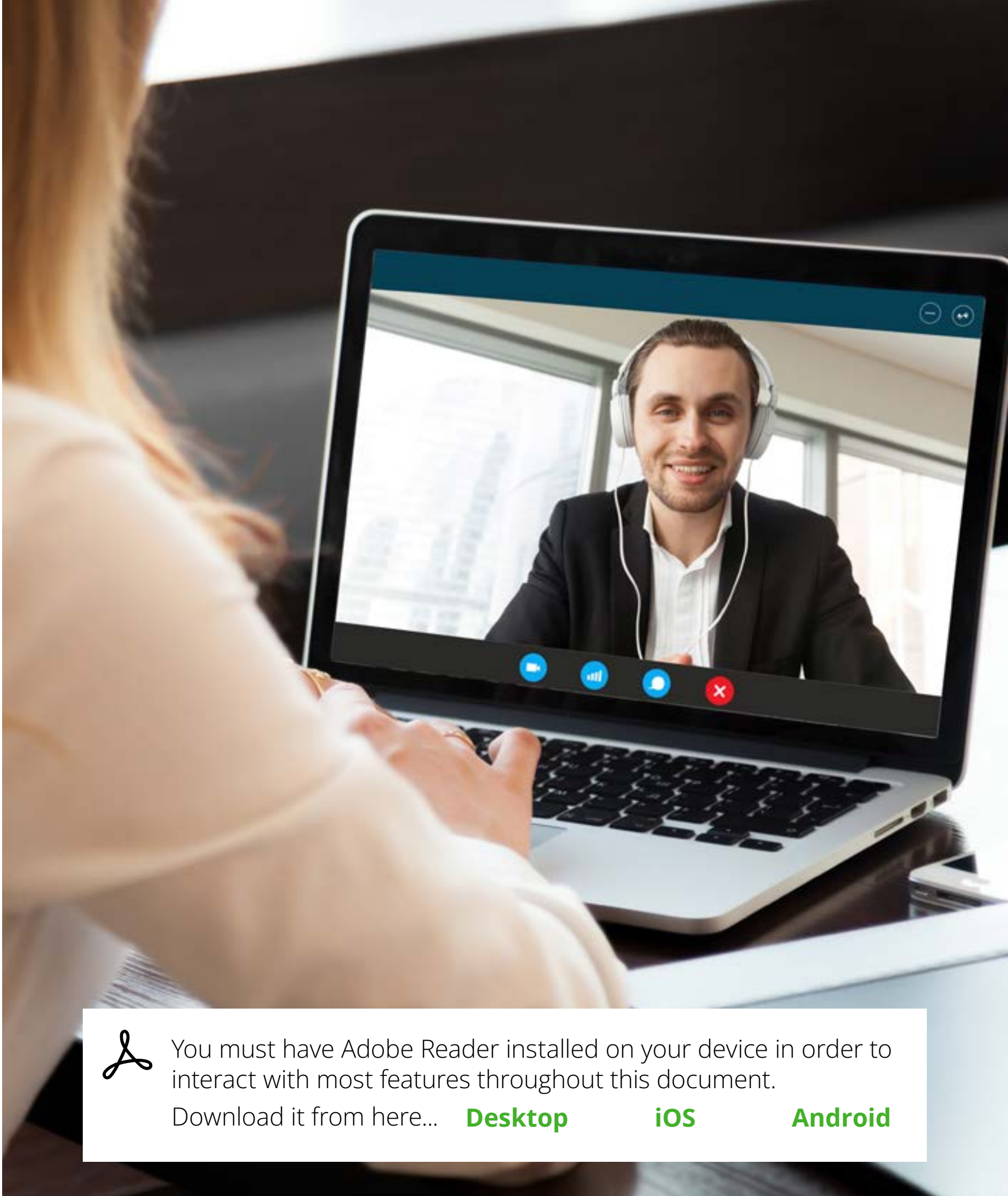
Interview



Deloitte.

Contents

	Introduction to the interview	03
	What to expect	04
	Motivation	05
	Past-Example	07
	Scenario	09
	Questions about you, your values, and your strengths	10
	Your questions	11
	Summary and reflection	12



You must have Adobe Reader installed on your device in order to interact with most features throughout this document.

Download it from here... [Desktop](#) [iOS](#) [Android](#)

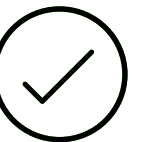
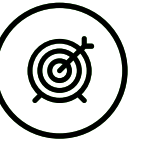
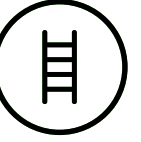
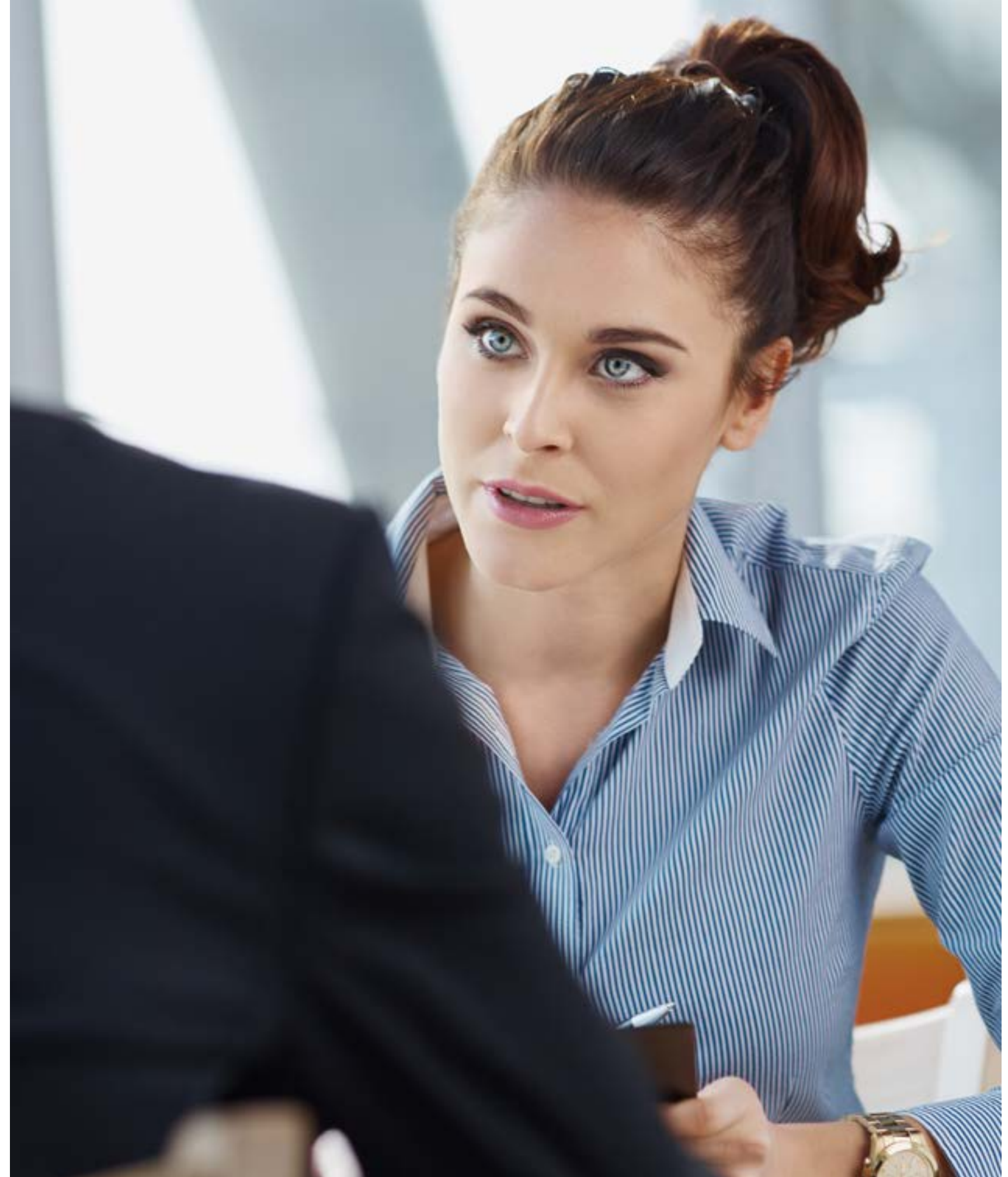
Introduction

We really want your interview to be a positive experience. It's a great opportunity for us to get to know each other better and see if we're a good fit.

Our interview questions are designed to explore what motivates you and to learn more about your skills and ideas and how these align with the skills we're looking for.



Use the arrows to move from page to page and the icons to go to another section.



What to expect

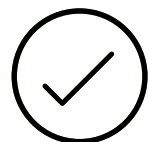
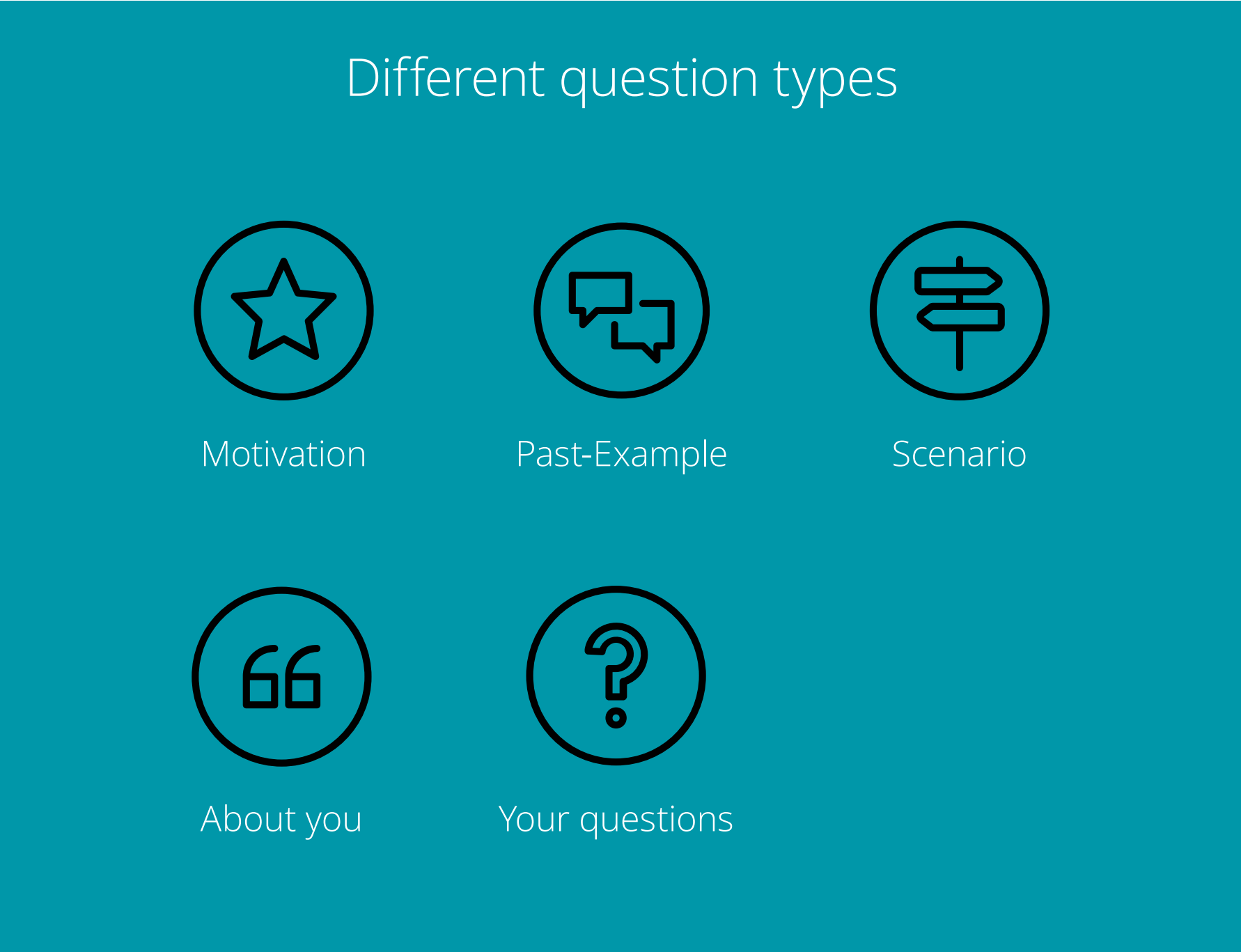
Interviews tend to last up to an hour.

Your interviewer will cover a range of skills in our Capability Profile, and you'll be typically asked a few questions from each area before moving on.

They will ask an initial question and most likely some follow-up questions to explore your response in more depth. To keep things interesting, we'll ask you different types of questions as we go through the interview, all designed to get to know you better. We want the interview to be two-way, so you'll have plenty of opportunity to ask questions too.

Hover on the icons on the right to learn more about the different question types and for guidance on preparing for these.

Just so you know, these are not the questions you'll be asked on the day.



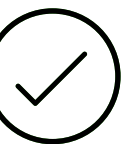
Motivation questions

These help us understand your drivers and what interests you about the role and working for Deloitte.

Click on the tabs below to see examples of the type of things you might be asked and tips for preparing. On the next page you'll also find information on resources available to you that will help you prepare further for these types of questions.

Example questions	Preparation tips
We'll ask you questions about: ✓ Your interest in, and knowledge of, the area you've applied for ✓ Your interest in, and knowledge of, our firm ✓ Your career aspirations and how these align with what we do	

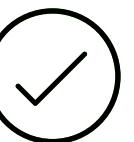
Click here to go back to the different question types.



Motivation questions - Helpful resources

The good news is that we're not expecting you to be an expert on what we do at Deloitte, but we do want to see you've really thought about why you want to join us and can explain it with some confidence.

- ✓ Look at both our **Our services** & **Our industries** pages.
- ✓ Take a look at our **Life at Deloitte** page.
- ✓ Look through our **job vacancies** in the areas you're applying for to give you some more insight into what our people do day to day and the skills required.
- ✓ Explore our posts and follow us on **LinkedIn, Facebook, Instagram** and **X** to find out more about our viewpoint, our work and the initiatives we support.
- ✓ Look at some of our latest posts on **our blog** including the really helpful Monday Morning Briefing from our Chief Economist.
- ✓ Find out more about professional qualifications aligned to the area you're applying to on **our careers site** and you can also find out more at the webpages of the relevant professional body.
- ✓ Have a look at our **Early Careers Events**. If you can't make a live event, you can listen to a recording of it.



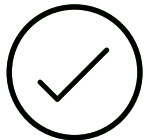
Past-Example questions

These explore how you have handled certain situations in the past and give us a good insight into skills you have developed.

Click on the tabs below to see examples of the type of things you might be asked and tips for preparing. On the following page you'll also find useful guidance on using the STAR model to help you prepare for and answer these types of questions.

Example question	Follow-up questions	Preparation tips
You'll be asked to speak about a previous specific situation, how you handled it and what the outcome was. For example: ✔ Tell me about a time you had to work collaboratively with others to achieve a goal		

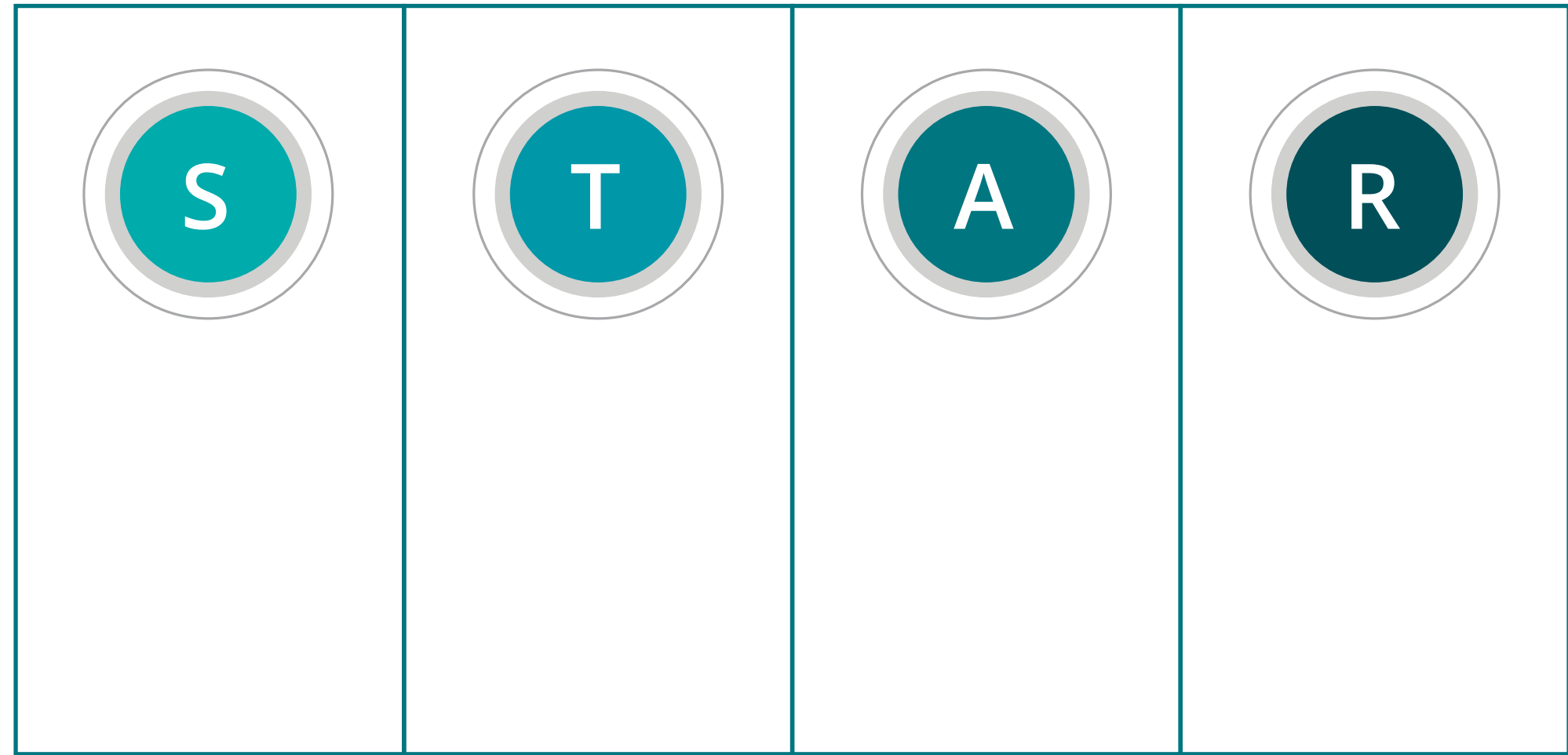
Click here to go back to the different question types.



Past-Example questions

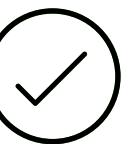
You can use the STAR model as a structure to help you think about how you might share your examples in the interview to keep you focused.

Click on the letters to find out more about the model.



You might already be familiar with the STAR model as a great way to structure interview answers. As we use lots of different types of questions that you might be less familiar with, please remember the STAR model only works when talking about a previous example.

Click here to go back to the different question types.

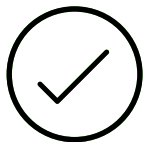


Scenario questions

These questions look at what you think you would do in a particular work-based situation.
Click on the tabs below to see examples of the type of things you might be asked and tips for preparing.

Example question	Follow-up questions	Preparation tips
Questions like these are often in a similar format to this one below: ✓ At Deloitte, we are always looking to find new and better ways to do things to get better results for our clients and colleagues. Imagine you've been working on a new team wide process for reporting on the progress of projects. You have now been asked to present your proposed new process to your colleagues. How would you approach this?		

Click **here** to go back to the different question types.

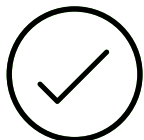


Questions about you, your values, and your strengths 66

These questions help us to get to know more about what's important to you, how you typically like to be and also how this aligns with our values. Our Shared Values guide the way we behave in order to make a positive and enduring impact. Click on the tabs to find out more about what you'll be asked, how you can prepare, and to see our values.

Example questions	Preparation tips	Shared Values
Questions about: ✓ Your purpose and passions ✓ Your strengths ✓ Your values and beliefs	You may also be asked for an example of a situation when you've demonstrated behaviours that align with our values. For example: ✓ At Deloitte, we're at our best when we look out for each other and put each other's well-being first. How would you describe your own approach to supporting those around you?	

Click **here** to go back to the different question types.



Your questions

This is your opportunity to decide if the programme you’ve applied for and Deloitte are right for you. Think about the questions you’d like to ask to help you make that decision. We’re happy to answer them and asking questions helps to show us you’re enthusiastic and engaged.

Click on the icons below for further guidance.

Think about...

1.

What aspects of the role and responsibilities do you want to know more about?

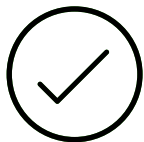
1

2

3

4

Click here to go back to the different question types.



Summary and reflection



How did it go?

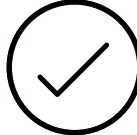
After the interview reflect on your experience. This is really valuable regardless of whether you feel you did a great job or weren't able to give your best. Reflection helps us learn and do even better next time.

Do this quite soon afterwards whilst it's still fresh in your mind using the following questions to help you:

- What did you do well?**
- What did you learn from the experience?**
- What have your learnt about your capabilities?**
- What support or development may help you?**
- What would you do differently next time?**

Reflect on any feedback you receive after the event too. Save your reflections. You'll find them helpful prompts for your development in the future.

Please write your reflections here



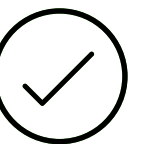
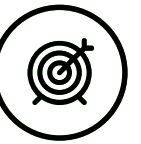
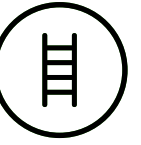
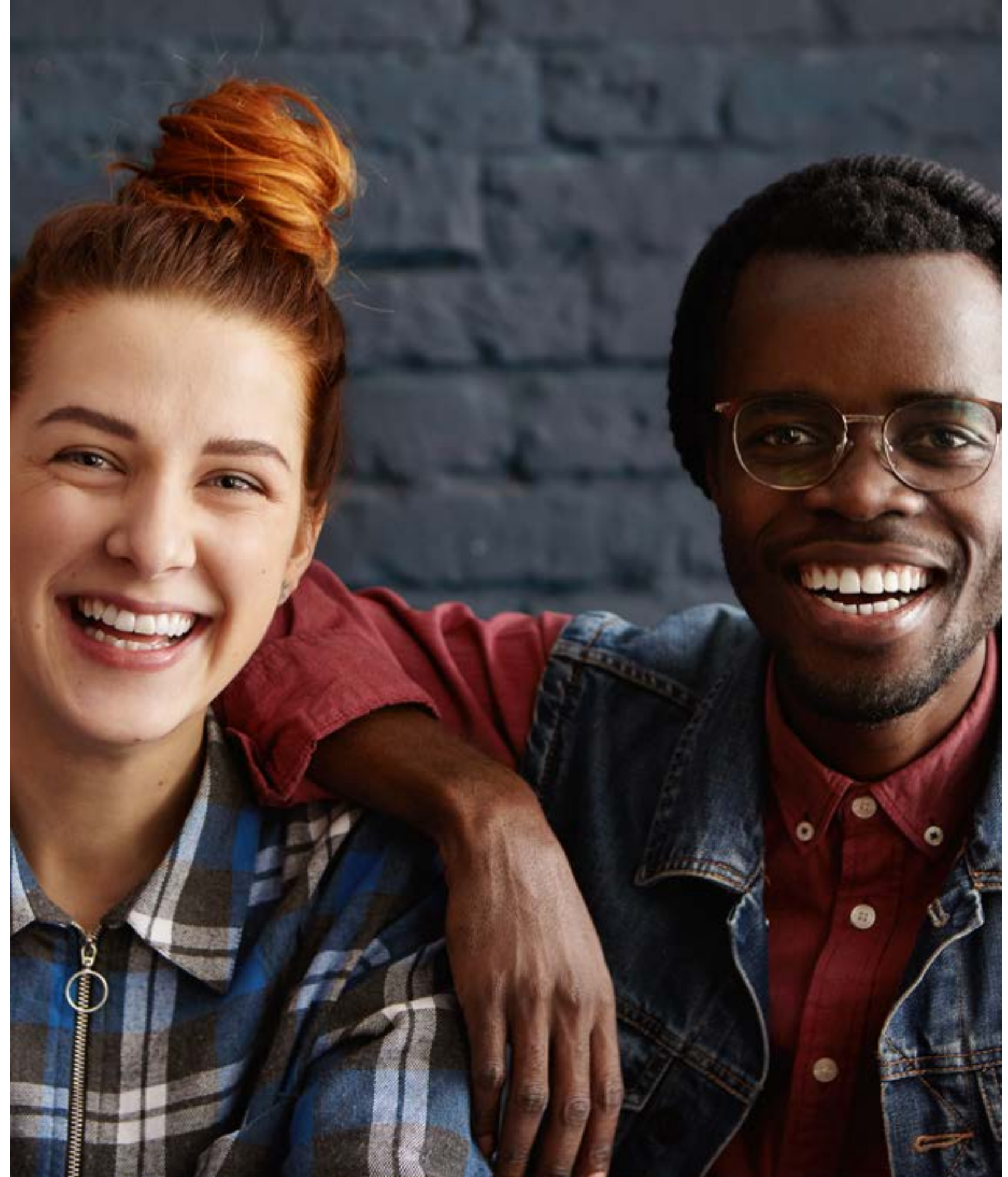
Need more information?

Remember to check the Final Stage Experience page on the Candidate Zone to see what's in your final stage assessment.

We have a series of guides which provide more information about getting prepared for the final stage and other exercises that might be included. These are:

Getting Set up for Success

Topic Discussion Guide





Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee (“DTTL”), its network of member firms, and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as “Deloitte Global”) does not provide services to clients. Please see www.deloitte.com/about to learn more about our global network of member firms.

Deloitte provides audit, tax, consulting, and financial advisory services to public and private clients spanning multiple industries. With a globally connected network of member firms in more than 150 countries and territories, Deloitte brings world-class capabilities and high-quality service to clients, delivering the insights they need to address their most complex business challenges. Deloitte’s more than 200,000 professionals are committed to becoming the standard of excellence.

This communication is for internal distribution and use only among personnel of Deloitte Touche Tohmatsu Limited, its member firms, and their related entities (collectively, the “Deloitte network”). None of the Deloitte network shall be responsible for any loss whatsoever sustained by any person who relies on this communication.