

► Interview Best Practices



- **Pay Attention to Details.** Triple-check the calendar invite to ensure you have the right date and time. Verify what type of interview it is (phone, video, or in-person).
- **Demonstrate Your Interest.** Research ahead of the interview and impress your interviewer with relevant talking points. Have at least three questions ready for your interviewer(s).
- **Gain Insights from Your Recruiter.** The job description, emails, and the conversations you have with your CS Recruiting Team are important to review. You will gain a clear understanding of the job requirements.

► Tips and Tricks Based on Interview Type

Phone Call:



- **Noise-Free is Imperative.** Sure, phone interviews can be conducted anywhere but make sure your interviewer doesn't know where you are or what you're doing. Find a quiet, distraction-free setting.
- **Check Your Connection.** A shaky phone signal could really disrupt a good interview. Don't hesitate to test your connection by calling a friend first to make sure they can hear you loud and clear!
- **Spam Blockers Might Block Your Interviewer.** Spam blockers can be great but can occasionally block calls we DO want to receive. Make sure you have any spam blocker turned off to prevent missing the interviewer's call.

Video:



- **Keep it Quiet and Simple.** Your interviewer shouldn't know where you are. This means no noises and no background distractions. Watch for shadows—make sure you're well lit.
- **Dress to Impress.** You may not be in-person but the interviewer will be seeing you. Make a good impression and dress business casual (at least from the waist up). Save the pajamas for bedtime.
- **Test Your Equipment.** Make sure your video capabilities work well and you have a full charge. Again, don't hesitate to call a buddy to test the video call connection.

In-Person:



- **Get There Early.** If it takes you thirty minutes to arrive, leave an hour prior. You never know what delays can arise like traffic jams or road construction.
- **Look Good, Feel Good.** This time, you have to dress business casual from head to toe. The interviewer will appreciate it and it will be a confidence booster for you too! Unsure of your wardrobe? Err on the more professional side than casual.
- **Don't Show Up Empty-Handed.** To show you're interested in the conversation, bring a pen and a notepad to take notes. Also, we know everything's online now, but you should bring multiple hard copies of your resume just in case.

► The Interview's Done. Now What?



- **Applaud Yourself.** You did it. Recognize your efforts to get to this point and give yourself a pat on the back. Interviewing is a rewarding but tiring process.
- **Say "Thank You."** Email everyone you interviewed with no later than 24 hours post-interview. If you don't have their email addresses, ask your recruiter to share. In four to five sentences, say thank you, mention something specific discussed in the interview, and tell them why you're excited about the role and why you're the right fit.
- **Call Us.** This may be the most important tip of all. Call your recruiter at CS and tell them everything about the interview! The CS Recruiting Team is your biggest advocate.