

Graduate

This interview guide is intended to be used in conjunction with the Vervoe skills assessment. Where a candidate has scored Low - Medium on a skill, focus on asking more questions from that skill to gain deeper insight into their level of competency.

Assessment Score	HIGH MEDIUM LOW
Assessment Skills	Passion, Adapt to change. Commitment,

Competency/Skill	Candidate with this will display
Graduate	<ul style="list-style-type: none"> Close to finishing degree OR has completed degree and looking for graduate program opportunity Genuine passion in their elected field of study Hardworker and high achiever in all areas Committed to putting in effort to succeed
Questions	
	Why did you choose your area of study?
	Where do you see the industry going in the next 5 - 10 years?
	If you could change anything about the course work in your degree, what would it be? What do you know about our graduate program?
Comments	

Competency/Skill	Candidate with this will display
Passion	<ul style="list-style-type: none"> • Genuine passion for the industry they have completed study in • Passion for the company and specific interest in the graduate program • Excited about opportunity to work in their field of study
Questions	
	What do you like the most about your industry?
	Why are you interested in our graduate program in particular?
	Do you stay up to date with industry news and events that are outside of your coursework? If so, how/what?
Comments	

Competency/Skill	Candidate with this will display
Adapt to change	<ul style="list-style-type: none"> • Demonstrates ability to adapt to new ways of working and handles changes in routines • Understands shift from university work to full time work • Has structures and tools in place to adapt to change personally • Changing environments doesn't impact work • Ability to 'roll with the punches'
Questions	
	What changes do you think you'll experience in the transition from university to work? How are you prepared for this?
	How do you react to change? Provide an example.
	Sometimes we have to react to changing markets, which means our teams will need to pivot in their projects. Tell me about a time where you have had to quickly change what you were doing and take on a new approach.
Comments	

Competency/Skill	Candidate with this will display
Commitment	<ul style="list-style-type: none"> • Understands graduate programs are hard work and willing and ready to put in effort to succeed • Willing to make sacrifices • Committed to seeing the full program.

Questions

Describe a time where you persevered through a tough situation to come out on top.

Describe a time where you have demonstrated a high level of commitment to something.

Will you have to sacrifice anything to start in this grad program? If so, what? Are you prepared to do this?

Comments