



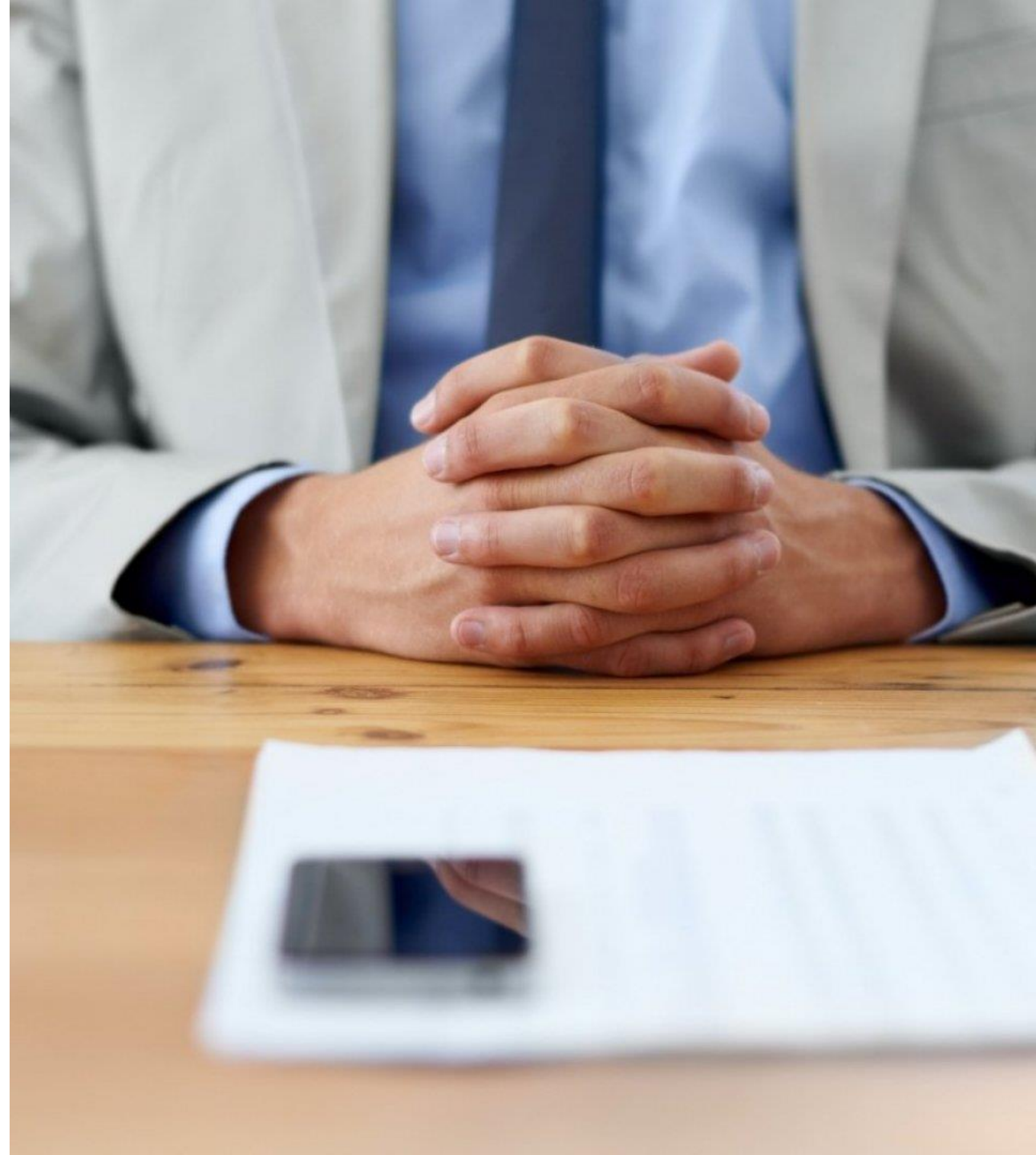
Global Talent Acquisition, D&I

Nailing the Behavioral Interview

March 2021

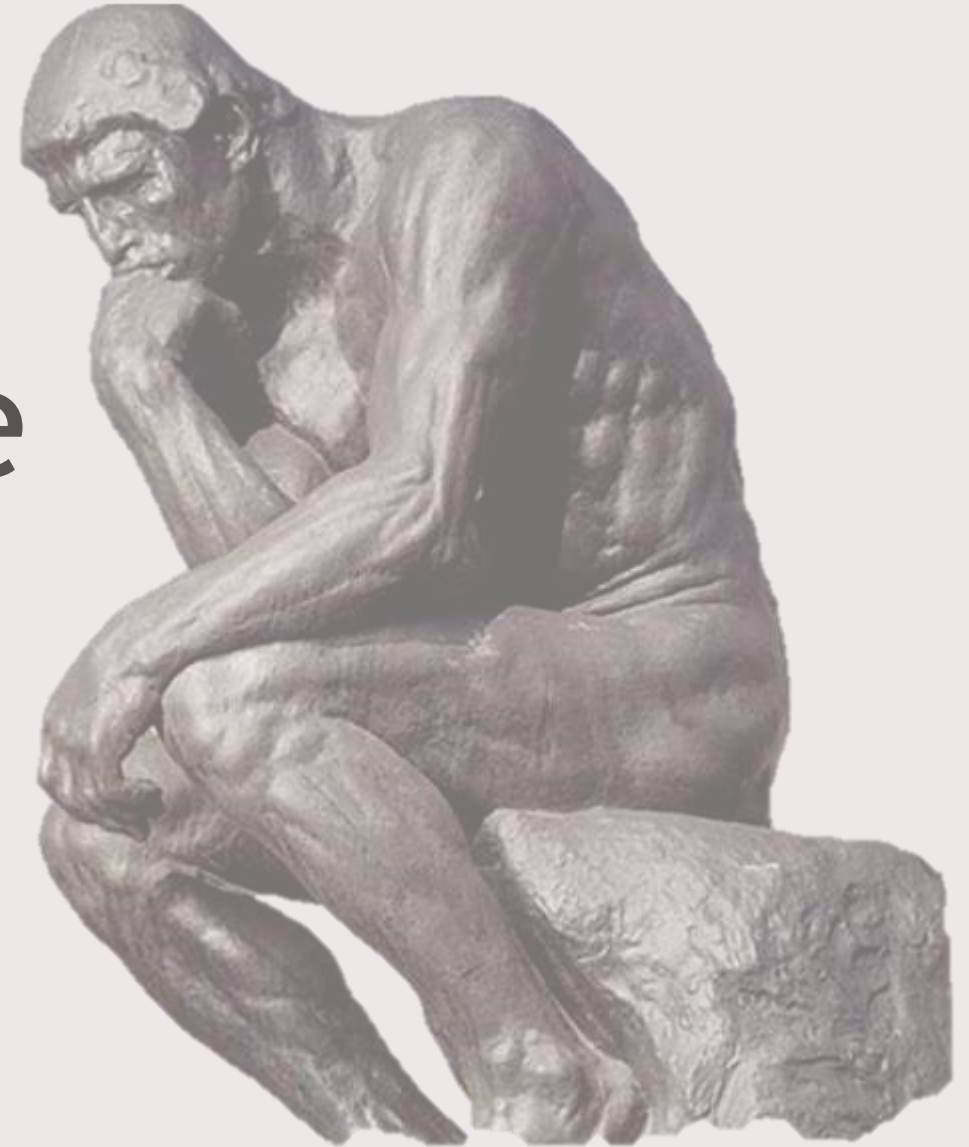
Danielle McGrath & Atiba Page
Early Career Recruiting

Internal Use Only



What is Behavioral Interviewing?

Tell me about a time
when you...



Be a STAR



Situation or
Task you faced
Action you took
Result of your action

Example: Using STAR

Tell me about a time you interacted with a difficult group partner/peer.

What was the **situation** or **task** you faced?

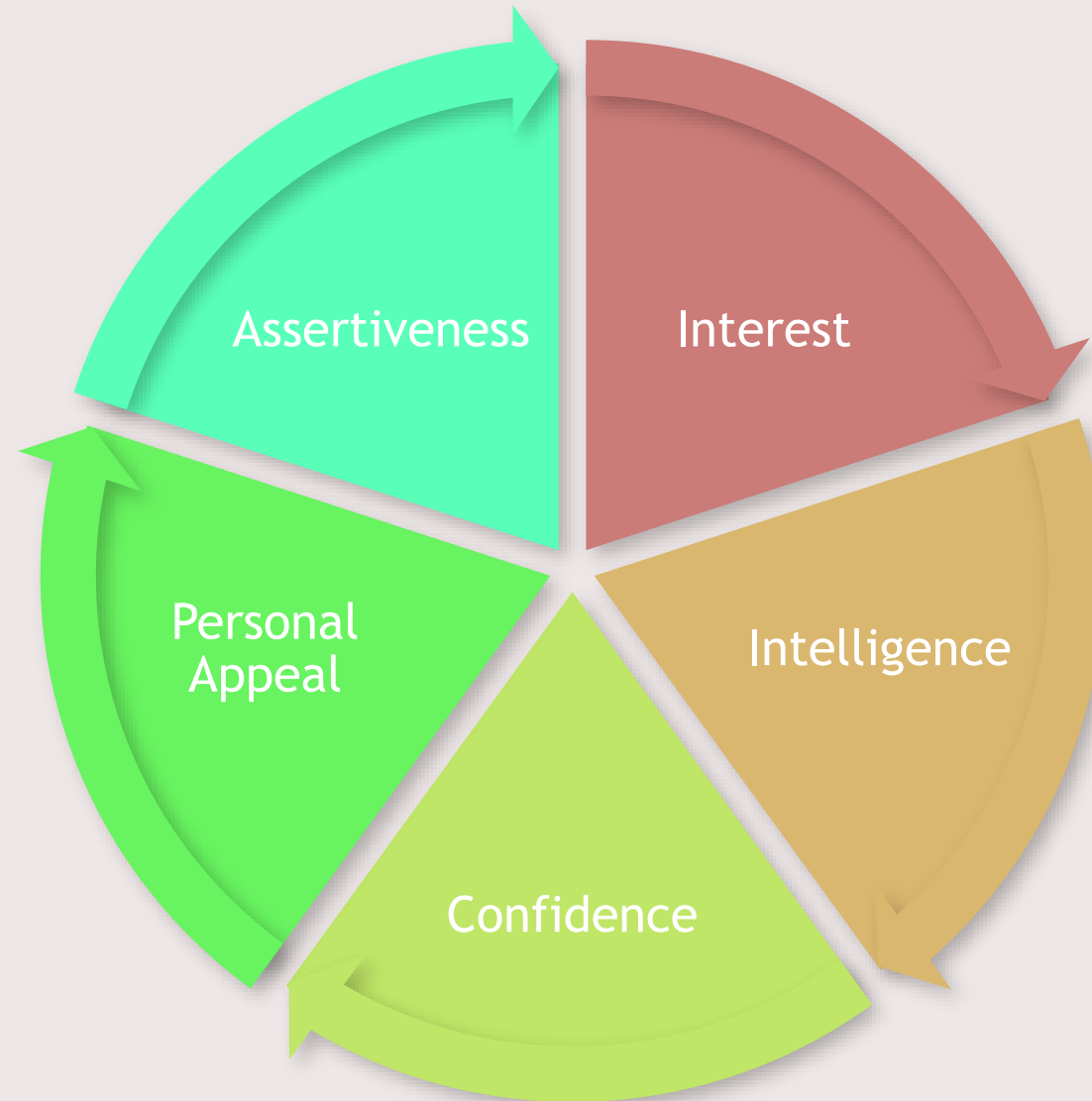
What **action** did you take?

What was the **result** of your action?

Sample Behavioral Interview Questions

- 1 Give an example of a goal you reached and tell me how you achieved it.
- 2 Give an example of a goal you didn't meet and how you handled it.
- 3 Tell me about a time when you worked effectively under pressure.
- 4 How do you handle a challenge?
- 5 Tell me about a time when you made a mistake. How did you handle it?
- 6 Have you ever gone above and beyond the call of duty? If so, how?
- 7 When you have worked on multiple projects, how did you prioritize?

Your Turn to Ask Questions!



Your Vocals

- Conversational tone
- Confidence
- Good listening/speaking etiquette



Your Visuals

- Body language
- Posture
- Facial expressions
- Eye contact
- Handshake
- Mannerisms



Interviewing in a Virtual World



- Test your technology.
- Keep your virtual identity professional.
- Dress for success.
- Create a set and minimize distractions.
- Monitor body language.
- Look at the camera.

Interview DOs and DON'Ts



DOs

- Research the employer.
- Do a SWOT analysis of yourself.
- Look neat, clean, polished and pressed.
- Ask well thought-out questions.
- Shut off your cell phone.
- Send a thank you note.
- Find a distraction-free environment.

DON'Ts

- Arrive late.
- Talk negatively about past employers.
- Talk too much or lose focus on what is asked.
- Come across overly aggressive.
- Discuss salary or benefits too soon.
- Leave yourself vulnerable to social media.

And most importantly...

Be your **authentic** self
and have **FUN!**



Q&A

Thank you

Danielle McGrath
Early Career Program Manager
Danielle.McGrath@bms.com

Atiba Page
D & I Recruitment Manager
Atiba.page@bms.com

BMS-Rutgers iJOBS Workshop: Improving Interviewing Skills

Virtually Hosted by Rutgers in Collaboration with CLIMB-NBR

16th March 2021

Panelists

Prasad Subramaniam, Senior Scientist, Drug Delivery and Product Integration
prasad.subramaniam@bms.com

Nobel Vale, Principle Scientist, Engineering Technologies
nobel.vale@bms.com

Saumya Pant, Senior Scientific Director, Translational Sciences
saumya.pant@bms.com

Rashade Haynes II, Principal Scientist, Drug Safety Evaluation
rashade.haynesII@bms.com

Daniel Szatkowski, Scientist, Drug Safety Evaluation
daniel.szatkowski@bms.com

Austin Thekkumthala, Senior Associate Scientist, Drug Safety Evaluation
austin.thekkumthala@bms.com

Sharadvi Thati, Senior Scientist, Drug Delivery and Product Integration
sharadvi.thati@bms.com

Sujana Shifon, Associate Scientist, Product Development
sujana.shifon@bms.com

Jennifer A. Meade, Associate Director, Analytical QA
jennifer.meade@bms.com

Mendy Dulong, Manager, QA Packaging
mendy.dulong@bms.com

Atiba Page, Manager, Talent Acquisition D&I, Global Talent Acquisition
atiba.page@bms.com

Danielle McGrath, Specialist, HR Communications, Global Talent Acquisition
Danielle.McGrath@bms.com