

Strive to Thrive

Career Tips For Ted Rogers School Students

These reports leverage the expertise of BCH staff to share best practices for students & alumni.

Overview of Group Interviews

Updated September 2024

Group interviews are increasingly popular among employers, so you may be asked to participate during your job search. They allow employers to evaluate multiple candidates simultaneously, saving time and costs while quickly assessing many applicants.



What is a Group Interview?

There may be an initial presentation that provides detailed information about the company and the position, during which the interviewer will explain the format and duration of the interview.

Following this introduction, the actual group interview begins. In this setup, a single interviewer meets with multiple candidates simultaneously, creating a dynamic environment where candidates must demonstrate their ability to stand out while also collaborating with others. Throughout the session, candidates take turns responding to questions posed by the interviewer, who observes not only individual answers but also how each candidate listens, communicates, and interacts within the group.

The interview may include a variety of activities, such as problem-solving tasks, role-playing exercises, and discussions, designed to showcase each candidate's skills and personality. This structured approach allows the interviewer to assess personal qualifications, teamwork, leadership potential, and overall fit for the company culture in a more comprehensive manner.

Key Considerations

Be On time

Punctuality is crucial as it reflects your respect for the interviewers' time, setting a positive first impression. It also sets a positive tone for the interview, allowing you to approach the process with confidence and readiness.



Be Respectful

Demonstrating respect in a group interview involves listening attentively to others, acknowledging their viewpoints, and contributing thoughtfully to discussions without interrupting or dominating.



Try to Stand Out

Highlight your unique skills and experiences with confidence. Engage actively, offer insightful contributions, and showcase your leadership abilities while fostering collaboration among team members.



Sample Interview Questions

What would you identify as your top three skills that make you an ideal candidate for this role, and how do these skills align with the responsibilities of the position?

My top three skills that make me an ideal candidate for this role are effective communication, [Skill 2], and [Skill 3]. These skills directly align with the key responsibilities of the position. My effective communication skills are crucial for [specific responsibility from the job description], allowing me to [explain how it helps]. [Skill 2] is essential for [another key responsibility], enabling me to [explain how it contributes]. Lastly, my [Skill 3] directly supports [a third important responsibility], which helps [explain the positive impact]. By leveraging these skills, I'm confident I can excel in this role, meeting and exceeding the expectations outlined in the job description. This alignment between my abilities and the position's requirements makes me particularly well-suited for this opportunity.

Why are you interested in pursuing a work term at our organization, and what are your goals for this experience?

I am interested in pursuing a work term at your organization because of its strong commitment to [mention specific reasons related to the organization, such as its mission, values, industry reputation, or specific projects]. I believe that my background in [mention relevant skills or experiences] aligns well with your organization's goals of [mention specific company goals]. My expectations for this experience include [mention specific goals, such as gaining hands-on experience, developing new skills, or contributing to meaningful projects], which I believe will contribute to both my professional growth and the achievement of your organization's objectives.

This question assesses your problem-solving and critical thinking skills in an unconventional manner, encouraging creative and innovative approaches.



How many tennis balls can you fit into a limousine?

There is no right or wrong answer to this question; you can approach it in different ways. For example, you can start by determining the dimensions of the limousine's interior, including its length, width, and height. To demonstrate your problem-solving skills, consider asking questions like: What are the exact dimensions of the limousine? What is the size of a standard tennis ball? Are there any obstructions inside the limousine? By asking these questions, you showcase your ability to think critically and approach the problem methodically.

Tips to Keep in Mind

- Remember to keep calm and be confident in your skills, especially if you follow someone who has delivered strong answers. **It's natural to feel a bit nervous**, but remember that you were invited to the interview because the employers see **potential** in you.
- Be mindful of your timing when speaking. Try to strike a **balance** between being one of the first to answer occasionally and allowing others to take the lead at times. This demonstrates both initiative and respect for others.
- Pay attention to your **body language** throughout the interview. Maintain good posture, make eye contact with both the interviewers and other candidates, and offer a genuine smile when appropriate. These non-verbal cues can speak volumes about your confidence and interpersonal skills.
- If you're asked to complete a group task, take an **active role** without dominating. Show leadership qualities by encouraging group discussions and ensuring everyone's ideas are heard, but also be willing to take direction from others. The interviewers are likely assessing how well you function within a team.

Additional Hub Resources

Employer Events

Interested in expanding your network and meeting industry professionals? BCH organizes and hosts many industry events - refer to your 'Careers Newsletter' or visit [here](#).

Hub Insights: Types of Interviews

Understanding the different types of interviews is very important in securing your position. Learn more about the types of interviews [here](#).

Coaching & Mock Interview

For career coaching, interview prep and more, [schedule a 1:1 appointment](#) with a Career Consultant or a Co-op Coordinator.



[TedRogersBCH](#)



[TedRogersBCH](#)



[TRSM Business Career Hub](#)



[Business Career Hub Website](#)



Career Consultant Contributor Jason Andrada

Jason is a Career Consultant with experience in post-secondary advancement and accounting. Having formal training in career development, he is passionate in helping others achieve their dream career and building meaningful relationships.



Student Contributor Amir Mohajeriravanlou

Amir is an EMS Co-op student. He has been actively involved in both the academic and career departments of the Ted Rogers School of Management throughout his undergraduate tenure.

Data Sources

Dub, J. (2021). <https://www.ringcentral.com/gb/en/blog/group-interview/>

Pelta, R. (n.d.). <https://www.flexjobs.com/blog/post/group-interview-questions-answers-tips/>