



Facilitator Guide

MOCK INTERVIEW PEER EXERCISE

Referring to the “Interview Basics” handout in the DePaul Career Library, students will draft answers to common interview questions, practice answering them with peers, and provide feedback in pairs or small groups.

- Print out a wide range of job postings;** select according to your students’ interests or have them bring one to class that they have selected.
- Pass out the activity** (pages 1 & 2) of this exercise and give them all a couple of minutes to brainstorm how they will answer these questions during their mock interview. Be sure to encourage them to refer back to the job posting to craft answers that connect to the role.
- Refer to page two** (interview notes). Ask the pairs to interview each other, taking notes on their partner’s responses. Explain to the class that this exercise reflects the real-world experience in that interviewers take notes and then reflect on the candidate’s answers after the fact.
- Pass out the Interview Feedback forms** and give them all a chance to supply scores as well as notes.
- Have a large group conversation** asking students to reflect on their own answers and how they might change how they answer these questions, based on the feedback form.
- Share additional Interviewing resources** from the Career Library, including: *Prepare for Your Interview*, *Ask Great Questions in Your Interview*, and *Master the Video Interview*

MOCK INTERVIEW PEER EXERCISE



For this activity, your partner will ask you the following questions and you will answer them. Be sure to try to answer them to reflect the job posting you have brought or were provided. Each of you will be taking notes on your partner's answer and will provide feedback. Take a couple of minutes to prep your own answers on this sheet:

1 Tell me about your interest in this role.

2 What part of this role might be a challenge for you?
Where or how might you face a learning curve?

3 This role involves a lot of project management and dealing with both moving parts and multiple teams. Can you give an example of a time you worked as part of a group and describe how you managed working as a team?

4 In this role, you have to problem solve and adapt to changing priorities. What is your approach to managing change and responding to different needs?

5 What questions do you have for me at this time?

Ask your partner the following questions and take notes on their responses. Try to capture their main points as well as the language they are using to describe their skills, experiences, or qualifications.

1 Tell me about your interest in this role.

2 What part of this role do you see as where you might have a learning curve or where you might face a challenge?

3 This role involves a lot of project management and dealing with both moving parts and multiple teams. Can you give an example of a time you worked as part of a group and describe how you managed working as a team?

4 In this role, you have to problem solve and adapt to changing priorities. What is your approach to managing change and responding to different needs?

5 What questions do you have for me at this time?

INTERVIEW FEEDBACK



Interviewer _____ Interviewee _____

1 Tell me about your interest in this role.

STRONGLY DISAGREE ← → STRONGLY AGREE

<i>The interviewee clearly articulated their interest in this role.</i>	1	2	3	4	5
<i>The interviewee identified what makes them qualified for this role.</i>	1	2	3	4	5
<i>The interviewee expressed genuine interest in working with this employer.</i>	1	2	3	4	5

2 What part of this role do you see as where you might have a learning curve or where you might face a challenge?

STRONGLY DISAGREE ← → STRONGLY AGREE

<i>The interviewee identified a skill or knowledge that they would need to build in this role.</i>	1	2	3	4	5
<i>The interviewee articulated how they might build on an existing skill to learn—or expressed interest in growing this skill.</i>	1	2	3	4	5
<i>The interviewee was authentic, positive, and enthusiastic in their answer.</i>	1	2	3	4	5

3 This role involves a lot of project management and dealing with both moving parts and multiple teams. Can you give an example of a time you worked as part of a group and describe how you managed working as a team?

STRONGLY DISAGREE ← → STRONGLY AGREE

<i>The interviewee succinctly related an example of a group project they were a part of.</i>	1	2	3	4	5
<i>The interviewee described their approach to working as part of a team.</i>	1	2	3	4	5
<i>The interviewee expressed positivity about this experience and related it back to this role</i>	1	2	3	4	5

4

In this role, you have to problem solve and adapt to changing priorities. What is your approach to managing change and responding to different needs?

STRONGLY DISAGREE ← → STRONGLY AGREE

<i>The interviewee succinctly related an example of either problem solving or managing priorities as part of this answer.</i>	1	2	3	4	5
<i>The interviewee described their approach to managing change.</i>	1	2	3	4	5
<i>The interviewee expressed positivity about this experience and related it back to this role.</i>	1	2	3	4	5

5

What questions do you have for me at this time?

STRONGLY DISAGREE ← → STRONGLY AGREE

<i>The interviewee asked a question that expressed knowledge of this role or this industry.</i>	1	2	3	4	5
<i>The interviewee asked a question that allowed them to reiterate their interest in this role or their qualifications.</i>	1	2	3	4	5

Assessment

In general, how do you think this interviewee might prepare differently or strengthen their answers for an interview? Give whatever feedback you think might be useful.