

Walk Into Interviews Prepared



Interviews Are About Fit—Not Just Answers

Most hiring decisions come down to one question: “Can I see this person working here?”. That means - how you show up, how you think, communicate, and connect - matters just as much as what you’ve done Show Up Authentically. You don’t need a perfect script but you need to be: Clear, Thoughtful, Yourself

Trying to “overperform” or sound overly polished often works against you.

What They’re Actually Evaluating

- How you process information
- How you communicate
- Your judgment and decision-making
- If your experience applies to their environment

Do the Work: Research the Firm

This is one of the easiest ways to stand out. Review the firm’s website. Bring One Insight With You. One thoughtful observation or question will stand out. Example: “I saw your firm focuses on X, based on my experience Y.”

How to Structure Your Answers

Use a simple framework:

Context → Action → Result → Relevance

- Context: What was happening?
- Action: What did you do?
- Result: What was the outcome?
- Relevance: Why does this matter for this role?

Most candidates stop at “result.” Standout candidates add the relevance.

The Most Common Mistake: Not Connecting Your Experience to the Role

Many candidates walk through their background but never clearly explain: “Why does this experience make me a fit for this specific role?”

Don’t assume the interviewer will connect the dots.

Great approach:

- Listen carefully to the question
- Answer it directly
- Then clearly tie your experience back to the role

Don’t just describe what you’ve done, translate why it matters here.

Perspepective By Career Stage

Early Career

- Connect coursework + early experience → role
- Show how you think and learn
- Don’t just share what you did, explain how it prepares you for this job

Mid-Career

- Highlight ownership and decision-making
- Clearly connect past roles → next step
- Make your progression feel intentional and aligned

Career Changers

- Explicitly explain your transition
- Translate transferable skills
- The more different your background, the more clearly you need to connect it

Late Career /Leadership

- Connect leadership experience → future impact
- Show how your approach applies in their environment
- Focus on how you add value in this specific firm