



- **Tell Me About Yourself: Elevator Pitch**
- **Behavioral-Based Interviews**
- **Final Round Interviews at Nestlé**

The interview is your chance to make a great impression.

What advice have you been given on answering interview questions?



Tell me about yourself...

Tell Me About Yourself: Elevator Pitch

Crafting your pitch with *EASE*

Education

Highlight the college or university you attend and the degree program you are pursuing. Inclusive of minors or certifications.



Activities

Share the organizations, teams, or activities you're involved. Include academic and extracurricular.



Skills

Describe specialty skills, certifications, and/or knowledge. Include language proficiencies.



Experience

Briefly highlight applicable professional experiences. Include the company name, position, title, and one to two details regarding your responsibilities.



Conclude by stating you look forward to leveraging your expertise to excel at Nestlé.

Tell Me About Yourself: Elevator Pitch

Leveraging your expertise to craft your *perfect pitch*

Education

- Duquesne University
- B.S. Business Administration, Human Resources Concentration



Activities

- Varsity Basketball Team
- SHRM Recruitment Chair



Skills

- Microsoft Office Suite
- Time Management
- Communication
- Problem Solving



Experience

- HR Intern XYZ Company
- Best Camp Ever! Camp Counselor
- Nestlé Diversity Leadership Symposium Participant



I look forward to leveraging my expertise to excel at *Nestlé USA*.

Elevator Pitch Best Practices

LENGTH

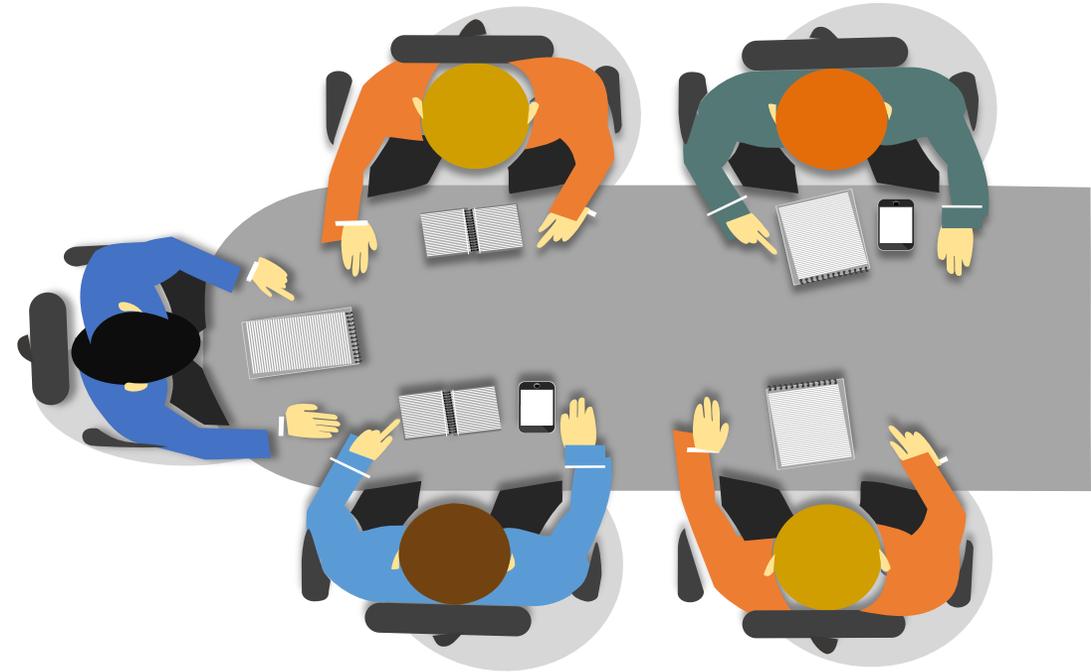
No longer than two minutes (120 seconds).

SKILL, ACTIVITY, & EXPERIENCE SELECTION

When determining specific examples to share, limit your selection between one to two examples for each category.

THE CLOSE

As you wrap-up your pitch, closing by explaining you look forward to discussing in greater detail your past experiences and how they've prepared you for a career at Nestlé.



Behavioral-Based Interviews

Interviewing: STAR Method

How to Best Answer our Behavioral Questions at Nestlé

Level 1

Level 2

S

- **Situation:** Set the scene

- What was the situation?
- Who? What? When? Where?

A

- **Action:** Steps you took

- What did you do? How?
- What tools did you use?

T

- **Task:** Your responsibility

- What was your specific role?
- What needed to be done? Why?

R

- **Result:** What you achieved

- Explain your results.
- Quantify.

STAR Method

Here's an example...

S

I had been elected the VP of Finance for the student organization Women in Business at the beginning of 2020. In this role, I was responsible for identifying member dues for Fall 2020. Typically, member dues go towards social and community service events, which were up in the air due to COVID-19 restrictions.

T

I was tasked with creating a budget and identifying member dues not knowing what events the group would be able to plan and execute for Fall 2020. I needed to create a budget that had flexibility for our members.

Tell me about a time you had to shift priorities or adjust plans to respond to a critical issue.

A

In an effort to keep dues down, I created a budget that would pay for the student organization's operating fees but did not include our large events. If the large events were approved in the Fall, members would be able to pay a fee to participate. Therefore, members were not required to pay for events that might not occur.

R

Members were incredibly happy with the structure of the organization's budget and dues. I presented the budget to the leadership team, then rolled it out to all the members. In the end, we were able to have an event in the Fall, which everyone participated in by paying for the event. Our members greatly appreciated the flexibility and the budget ended up working out great!

STAR Method

Try it yourself!

Situation

Task

Describe a situation where you had to negotiate with a colleague/classmate to reach a win-win situation.

Action

Result

Final Round Interviews at Nestlé

Ways of Winning: Interviewing with Nestlé USA

SPEED

Deliver what the consumer wants, now

Bust through roadblocks and move fast



AGILITY

Relentlessly evolve

Disrupt yourself before you get disrupted



COLLABORATION

One team, one mission

Break down barriers to work as one team



COURAGE

Decide and go

Speak up, take action, and drive forward





Example of how being part of your school's newspaper team demonstrates all 4 Ways of Winning

SPEED

Must act quickly to report on important stories

AGILITY

Able to flex to different types of stories (sports, debate team, student government, theater, etc.)

COLLABORATION

Work together with a team of students to publish weekly paper

COURAGE

Publish opinions, interview students & faculty, investigate stories

VIRTUAL INTERVIEWING BEST PRACTICES



Test out the **TECHNOLOGY** ahead of time

- Test the technology to make sure your video, microphone, and WiFi work properly
- If possible, add a virtual background to eliminate distractions
- Log on early & know who to contact if there are any issues



Remember **IN-PERSON INTERVIEW** best practices

- Dress for success!
- Be on time & fully engaged
- Don't forget to relax 😊



Be **YOURSELF**

- Be ready to speak to your experiences and interests
- Remember, you know your experiences better than anyone else
- Let your personality shine!



Don't forget the **FOLLOW UP**

- Interview the interviewer!! Ask questions.
- Send follow up thank you emails to your interviewers

