



Applicant Feedback: Interview Process

Applicants like:

- Virtual interviews
- Virtual tours
- Interviews that include overview, meet current interns, and Q&A
- Zoom
- Program overview materials and videos sent before interview
- One link for a full day instead of multiple links
- Accommodating time zone differences by beginning interviews later in the day
- Fewer breaks on a short day, longer breaks on a long day
- Standalone lunch break with videos off and muted
- Provide detailed agendas with videos links all in one place
- Appropriate music during breakout transitions
- End of day "happy hour" for Q&A overflows
- 30-40 minute interviews
- COVID plan: vaccinations, WFH, alternatives for at-risk students
- Videos, instead of long sessions, about rotation information
- Acknowledgement of current events when appropriate

Applicants dislike:

- Full day events that go through lunch time
- End-of-day, rushed interviews
- Information spread out in multiple emails and multiple interview links
- Comments such as "mostly white but still diverse" and "ethnic pockets"
- Interviews that are too short (20 minutes) or are too long (more than 40 minutes)
- Focusing on only racial/ethnic diversity
- Group interviews
- Being penalized for technical, home, or background issues