

Consulting Interview Prep Session: Fit Interview / Storytelling Workshop

WHARTON CONSULTING CLUB & MBACM
NOV. 29, 2017

	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	
Career / Company Exploration	<i>Industry Chats, club sessions, talk with 2nd years/ peers, EIS's, coffee chats, primers, calls with firm reps, etc.</i>				Focused Recruiting Period (FRP) Jan. 8 - 12		
Networking	<i>Sept 29: Conference</i>	<i>EIS's, coffee chats, industry primers, targeted recruiting events (begins Oct. 23)</i>					
Interview Prep		<i>Workshops, research, case & behavioral prep</i>					
Application Prep			<i>App deadlines early Dec.</i>				
Interviews (Round 1 & 2)						<i>Jan. 8 - 26</i>	
Offer Management							<i>Feb 9: Earliest Decision Day</i>

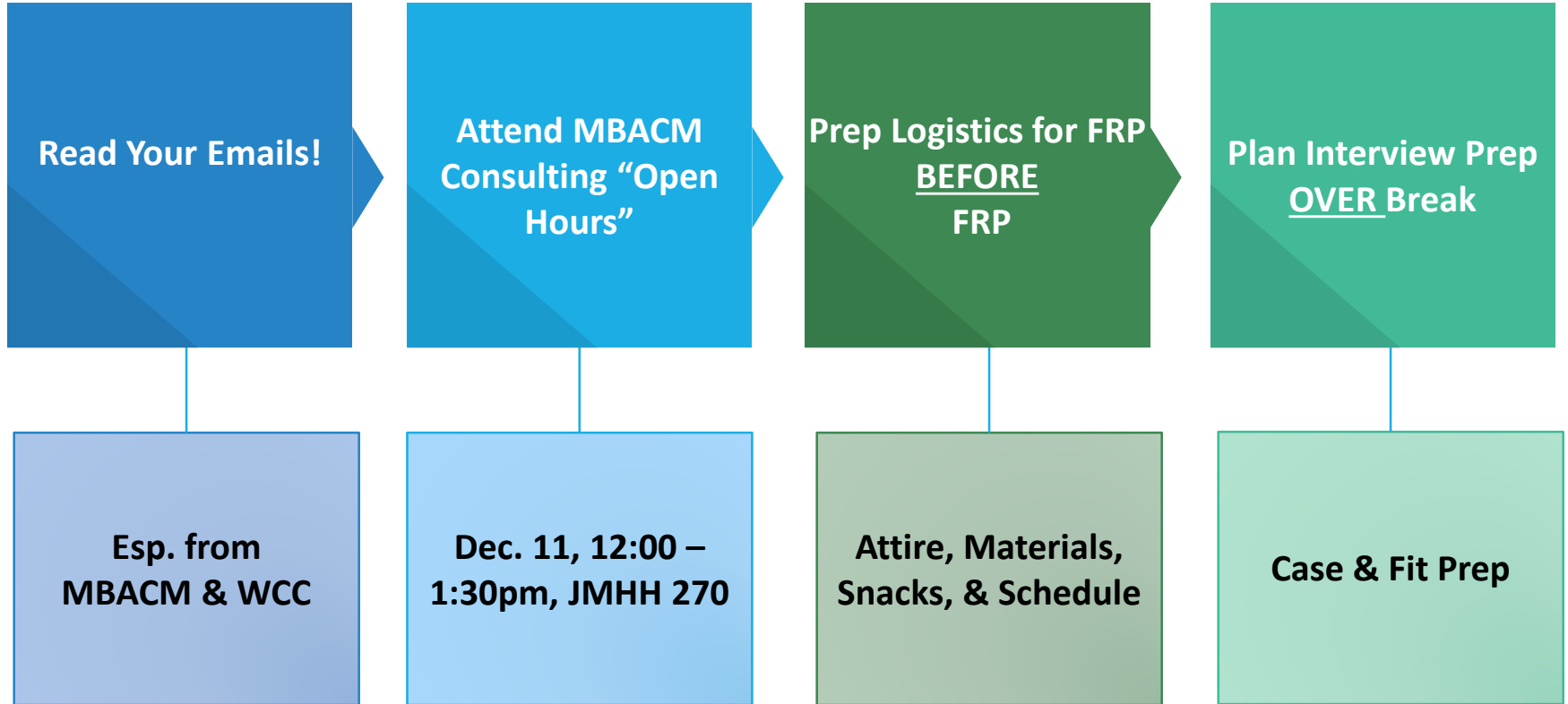
*Earliest Offer Date is 1/12/18. Firms are permitted to extend offers after 5:00 PM ET.

FRP Overview: OCI Application Details

Application Deadline	Firm	Apply Via	Cover Letters	First Round Selections	Interview Sign-up	First Round Interview Date	First Round Interview Location
Dec. 3, 2017, 11:59 PM EST	A.T. Kearney	CareerPath and Firm Site	No	12/12/2017	Via CareerPath	01/09/2018	On-campus
	Bain	CareerPath and Firm Site	Optional	Around 12/8/2017 (via firm email)	Via firm	01/08/2018	Rittenhouse Hotel
	BCG	CareerPath and Firm Site	Optional	Around 12/8/2017 (via firm email)	Via firm	01/08/2018 & 01/09/2018	The Logan Hotel
	Deloitte	CareerPath and Firm Site	Required	12/12/2017	Via CareerPath	01/10/2018	Philadelphia Office
	*McKinsey	CareerPath and Firm Site	No	Around 12/8/2017 (via firm email)	Via firm	01/09/2018 & 01/10/2018	Philadelphia Office
Dec. 4, 2017, 11:59 PM EST	Accenture	CareerPath and Firm Site	Required	12/12/2017	Via CareerPath	01/19/2018	Philadelphia Office
	Cornerstone Research	CareerPath and Firm Site	Optional	12/12/2017	Via CareerPath	01/19/2018	On-campus
	Keystone Strategy	CareerPath only	Required	12/12/2017	Via CareerPath	01/26/2018	On-campus
	L.E.K. Consulting	CareerPath and Firm Site	Required	12/12/2017	Via CareerPath	01/19/2018	On-campus
	Parthenon-EY	CareerPath only	Required	12/12/2017	Via CareerPath	01/10/2018	On-campus
	Simon-Kucher	CareerPath and Firm Site	Required	12/12/2017	Via CareerPath	01/11/2018	On-campus
Jan. 14, 2018, 11:59 PM EST	EY	CareerPath and Firm Site	Required	01/19/2018	Via CareerPath	01/26/2018	On-campus
	Huron Life Sciences	CareerPath and Firm Site	Optional	01/19/2018	Via CareerPath	01/26/2018	On-campus
	**Strategy&	CareerPath and Firm Site	Optional	01/19/2018	Via CareerPath	01/26/2018	On-campus

- See additional non-OCI consulting/ strategy opportunities in CareerPath.
- *McKinsey & Company: see People Analytics opportunities under "Wharton People Analytics" as employer on CareerPath.
- **Strategy&: additional international opportunities available on CareerPath, application deadline Jan. 8, 2018.

FRP Overview: Prep for FRP



Fit Interview / Storytelling

What does storytelling have to do with fit?

- All consulting **interviews will contain some component to assess fit**
- Whether questions are posed in a behavioral format or not, fit interviews are **looking for concrete examples**
- You can share a concrete example in a memorable way by **telling a story**

Storytelling skills are super useful outside of interviews, too

Why spend time on fit prep?

- **Firms really care:** Consulting is a highly interpersonal business
- **Opportunity to stand out:** Let your personality and authenticity shine
- **You're in control (unlike cases):** Use fit questions as a source of confidence

Use fit prep to boost a strong suit or shore up a weakness

How do fit interview formats differ?

Most firms

- Several ~2-3 minute stories
- May be phrased as behavioral questions or “walk me through your resume”
- Some firms want less structure; adapt your response to the audience

McKinsey Personal Experience Interview (PEI)

- Single story for ~10-15 minutes
- Questions, interruptions during story
- Interviewer will ask for another story if yours is not what they’re looking for
- Looking for specific points (on website)

Firm-specific workshops will detail how they incorporate fit into interviews

Example stories



Jenna Hoppe

- Summer: McKinsey Philadelphia
- Before: Financial services



Neil Szymczak

- Summer: BCG D.C.
- Before: U.S. Navy / Congressional liaison

Huge thank you to our presenters!

What made those stories so
good?

Any questions about fit
interview formats?

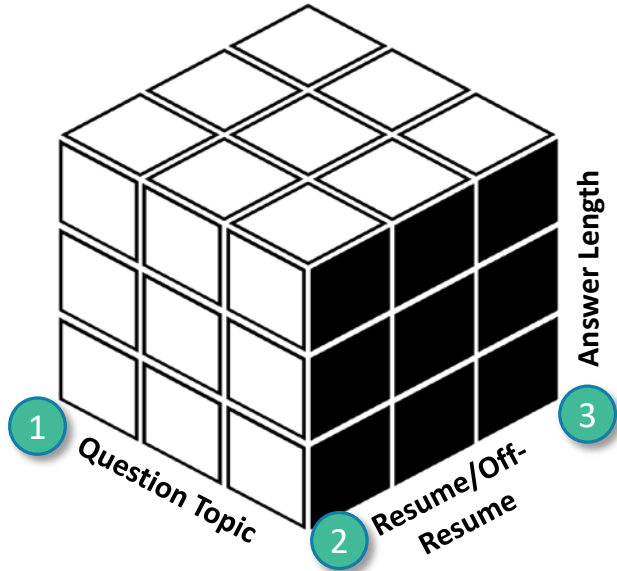


How can you prepare your own stories?

1. Brainstorm stories
2. Pick your best
3. Outline details
4. Practice and refine

Don't worry, we have a framework for each of these steps!

1. Brainstorm stories



1

Topic

- Individual contrib.
- Mgmt.
- Persuasion
- Analytics
- Challenges
- Teamwork
- CONFLICT

2

Resume/Off-Resume

- Listed on resume
- Not listed




3

Answer Length

- Personal Experience Interview
- 2-3 minute story
- Mention

A story doesn't have to be worth \$100M to be compelling

1. Brainstorm stories (cont.)

	Lead a team	Personal persuasion	Problem-solving and innovation	
Resume bullet 1	✓	✓	✓	 Long story (PEI-style) and short story
Resume bullet 2		✓		 Short story
Item not on your resume			✓	 Short story or mention

This is one approach to narrowing down the work

2.Pick your best

- **~6 deep stories covering range of themes** so you have enough for 2-3 interviews per round and 2 rounds
- **~8-10 short stories** covering numerous themes and resume bullets
- **Stories can often be pivoted towards different themes**, but don't force it
- **Identify 3 all-star stories** you want to make sure you tell every firm in a round
- However, be prepared to **discuss any bullet on your resume**

Keep a list on a note card in your pocket and always be practicing

3.Outline details

- **Headline:** Tell the interviewer where the story is going (PEI redirect?) (~15%)
- **Situation:** What is the set up (usually a problem or conflict) (~35%)
- **Action:** What did you do? (~35%)
- **Result:** Conclude and highlight the impact (~15%)

You should get through this in 2:00 to 3:00; it's okay to leave out details

The interviewer should understand the “so what?” before and after your story

4. Practice and refine

Enlist friends, family, mentors, advisors, and people who don't know you very well

- 1. Tell your stories**
- 2. Ask for specific feedback**
 - Was it interesting/compelling? Were you impressed? Did it make sense? Did I use jargon?
 - What were the key takeaways or memorable words?
- 3. If the above do not match what you intended, edit or cut the story**

Use time at home/traveling over winter break to refine your stories

Any questions about the
approach or frameworks?

Final thoughts

- **Don't be formulaic:** It may be your tenth time telling the story, but it's the first time your interviewer is hearing it
- **Gauge length:** Extend (or more likely shorten) based on the interviewer's non-verbals (no droning)
- **Think critically:** Thoughtful takeaways demonstrate critical thinking about interpersonal situations (the case is not the only opportunity for insights)
- **Fit pervades interview:** Even the case is about fit--does the interviewer want to solve problems with you?
- **Resilience is key:** Interviewers are assessing how you respond to unexpected situations

Any remaining questions?