At Ingram Micro we use behavioral interviewing to help select applicants who have the skills, ability and qualities to take on and thrive in a new role. We believe that past behavior is a good indicator of future performance – and that the experiences our candidates bring with them help us to understand how they will handle future challenges.

What are we looking for at Ingram Micro?

The Success Profile at Ingram Micro consists of four factors: Knowledge, Experience, Behaviors, and Personal Qualities:

- **Knowledge**
  - "What do you know?"
  - Technical knowledge & skills required to complete job activities.

- **Experience**
  - "What have you done?"
  - Specific accomplishments including work & academic achievements relevant to the position.

- **Behaviors**
  - "What can you do?"
  - Behaviors required to successfully perform the duties of the position.

- **Personal Qualities**
  - "Who are you?"
  - Qualities related to on-the-job success, satisfaction, & motivation.

### Interview FAQ’s

**What kind of questions can I expect?**

We ask behavioral interview questions. A behavioral example describes a specific event in the past when a candidate has used a skill or demonstrated a specific behavior. It contains specifics such as names, dates, numbers, times, or places.

**Example:**
- Tell me about a time when you . . .
- Give me an example when . . .
- Describe a situation when . . .

*Note: For an example of what a behavioral interview looks like, click here.*

**Where will my first interview be held?**

The first interview may be in person or on the phone. An appointment is typically coordinated with the candidate ahead of time.

**How long will my interview last?**

Most interviews last around 45-60 minutes, but there are no time limits.

**How can I prepare for the interview?**

Know what you have done by reviewing your resume. Think about your work experiences and consider the following:

- What experiences (e.g., projects, programs, interactions) have you had in the past that might relate to this job?
- What actions did you take and why?
- What was the outcome?

*Note: Not a lot of work experience? Not a problem! Think outside of the professional realm and use applicable life experiences (e.g., school, hobbies)*

**Our goal is to treat every candidate with respect & dignity. Thank you for considering Ingram Micro as your next employer.**