

# Behavioral Interviewing

## Preparing for the Interview

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:



### The Interview Process

During the interview, the interviewer will take time to walk you through the interview process; however, it is good to know the structure prior to the start of the interview.

- 1. SET THE STAGE** - Interview process overview & setting expectations (for both interviewer and interviewee)
- 2. GAIN A BEHAVIORAL EXAMPLE** - Behavioral interview questions based on the required job competencies (see right for additional information)
- 3. SEEK A BALANCED PICTURE** - Behavior interview questions that explore areas of opportunity (what have you learned from your experience)
- 4. CLOSE THE INTERVIEW** - Interviewee to ask questions & interviewer to explain next steps in the process

### 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.***