

Application procedure Gupta Strategists

The application procedure consists of two rounds of three interviews each

Our selection process consists of two rounds of interviews. In principle, interviews are on Fridays, that is our regular office day. Each round consists of three interviews and takes a morning or afternoon. During each interview you always speak with one person at a time. Each interview consists of two parts:

1. **Motivation.** During this part of the interview we will ask you about your motivation, your personal development and the choices you have made so far
2. **Case.** During this part of the interview you will be presented with a specific problem that you will solve together with the interviewer

During the first round of conversations you speak with three of our people and you get to work with three different cases. At the end of the day you will hear from us if you are through to the second round. You will also receive extensive feedback on your performance in the three interviews. Are you through to the next round, then we will schedule an appointment. As far as we are concerned, that is almost always possible a week later.

During the second round you speak with three of our more experienced people. The conversations are the same in structure as the conversations in the first round. Now you will hear at the end of the day whether you will be offered an offer to work with us. If you get an offer, you can come and talk about the employment conditions.

Motivation – Show who you are

During a motivational interview, the interviewer asks questions about your CV and your personal development. The interviewer tries to get a good idea of who you are and what your motivations are. This part of the interview takes approximately 20 minutes. We test the following dimensions:

- Performance - are you motivated, do you dare to challenge yourself to the limit? Have you achieved impressive performance?
- Independence - do you make your own choices, do you dare to deviate from the beaten track?
- Teamwork - can you collaborate effectively, even with people who are very different from you?
- Reflectivity - do you have a good idea of your own strengths and weaknesses? Do you think about your own effectiveness and ways to increase it?
- Content - can you substantiate your answers with concrete and convincing arguments?

Tips for preparing motivational interviews

- Consider what makes you want to work with us
- Consider what you are good at and less good at and what you want to learn in the coming period
- Consider what your preferences are: what do you find important, how do you like to work?
- Try to be as specific as possible in your answers
- Think about examples that illustrate your point
- Try to be concise in your answers
- Finally; almost everyone is nervous for interviews, that is normal. Do not try to squeeze yourself in all sorts of turns, just stay yourself. After all, it's about you!

Cases – Show what you can

During a case interview, the interviewer introduces a situation and a problem in a matter of minutes. It is then up to you to solve this problem and come to an advice. You have about 25 minutes for this. You can use pen and paper, but not a calculator, smartphone or computer. Some cases are about healthcare, but you also get cases about other sectors.

We are not concerned with your knowledge of the sector to which the case relates, but with the way in which you approach the problem. We think case interviews are the best way to test whether you have the analytical skills you need to be successful within our company. We test the following analytical skills:

- **Structuring the problem** - are you able to set up a structure that helps you to solve the problem and then stick to it?
- **Assessment capacity** - can you think of what is important, so separate main and side issues? Do you have a feeling for how processes, companies or markets (roughly) work, even if you have no experience with them yourself?
- **Creativity** - do you come up with innovative solutions to the problem and do you see multiple solutions or possibilities? Are you bursting with ideas?
- **Calculating** - can you quantify the problem and execute the required sums quickly and correctly?
- **Drawing conclusions** - can you translate your thinking into concise and concrete advice?

Tips when preparing case interviews

- Listen carefully to the interviewer and test whether you have understood the assignment correctly
- Asking questions is a good way to gather more information. If you do not receive an answer, you may be able to estimate or make an assumption
- Try to think out loud. Make notes where necessary, for example for the structure with which you want to solve the case. State your considerations and choices so that the interviewer can follow you
- Remember that most cases do not have a fixed solution, multiple routes are possible
- Pay close attention to the interviewer, he or she may be trying to give you a tip
- Pay attention to the time, you only have 20-25 minutes to show what you can do
- Try to take a short break after 10-15 minutes to look back at the original question and to consider whether you are still on the right track

We help you to prepare well

Interviews require preparation. It is important to understand exactly what you are being tested for so that you can show that you have the skills.

Elsewhere on our website you will find a practice case that you can use in preparation. Much more (interactive) exercise material can be found via Google and YouTube. If you prefer to practice with a book, we recommend one of the following titles:

- Case in Point (ISBN: 0971015880)
- Crack the case system (ISBN: 0996779205)
- Ace your Case (ISBN: 1582077428)