

# Mock Interviews

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## What is a mock interview in school?

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- ✓ Educators are able to invite business leaders into schools to hold practice interviews for their students. The exercise usually resembles a real interview as closely as possible, for the purpose of providing a learning experience for students.
- ✓ Depending on the class size, students can meet with business leaders one-to-one or in small groups within the same classroom or auditorium. The mock interviews can range in the length of time depending on the group size. The key is that the students have a chance to prepare ahead of time and understand this is a great learning opportunity to practice their skills and build their confidence.



# What is the impact of a mock interview in school?

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- ✓ Practice interviews are a fantastic chance for students to experience what a real interview would be like, in terms of format and questions, and provides them with an opportunity to practice their answers.
- ✓ A mock interview helps students to learn how to answer difficult questions, develop interview strategies, improve their communication skills and reduce stress before an actual job interview.

## Pupil Reflections:

*“In Year 10 (aged 14 and 15), before we started our first work placements, our whole year group was asked to do mock interviews and we went to...an external place, so we had interviews with adults...and we were given time, in coaching time to prepare for the mock interviews. We were asked questions that you’d be asked in an actual interview. It was good, because it gave you an insight in what an actual interview would be like.”*



# Preparing for Mock Interviews in schools?

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- ✓ Confirm what time you need to arrive.
- ✓ Check what preparation the students have done prior to the event
- ✓ Ask if students will have CVs to share with you
- ✓ Check how long each interview will last and how many students you will be seeing
- ✓ Ask if the students you will be seeing have an interest in your sector or if they are general interview candidates .



**Questions you could ask  
the student in the mock  
interview**





# Questions you could ask

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1. Tell me about yourself
2. What are your key skills and strengths?
3. What are your weaknesses?
4. Tell me about an occasion where you have shown initiative, or displayed leadership skills. This could be in or out of school.
5. Tell me about an achievement that you are proud of. This could be in or out of school..
6. What are your career goals?
7. Where do you see yourself in five years?
8. What are your favourite subjects at school and why?
9. Do you have any questions?



# If there is time students might ask you these questions

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- ✓ What skills are most critical to success in your sector?
- ✓ What subjects should I focus on to get a job in your industry?
- ✓ Would you recommend an apprenticeship route or to go to university? Does your company offer apprenticeships?
- ✓ What advice would you give to someone who is interested in your industry/sector?
- ✓ What areas of your industry will offer the greatest opportunity in the coming years?
- ✓ What would you suggest that I do now to stand the best chance of getting into your industry?
- ✓ Based on what I've told you about my interests and skills, can you think of any roles in your industry to which I might be suited?



# STAR method

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- Many students are encouraged to use this strategy in interviews to ensure they stay on track and give relevant examples of their skills and experience.
- **What STAR stands for**
- situation - the situation you had to deal with
- task - the task you were given to do
- action - the action you took
- result - what happened as a result of your action and what you learned from the experience.

**You could consider this method when you are considering what questions to ask the students.**



# Example

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- Tell me about a time when you have shown leadership skills.
- **Situation** –In English we had to produce a presentation to the class about a character in a book that we had been studying.
- **Task** - my job was to focus on the relationships our character had with other people in the book.
- **Action** - I decided to use my creative skills to present the information in a very visual way so that it was more engaging to the audience. I also helped other people in the group, and led on how to put all of our work together to present as a finished product.
- **Result**- We got excellent feedback from our teacher and the creative elements were picked out as a strength of the presentation.



What feedback could  
you provide to the  
student ?



# Example feedback form – the school will provide you with something similar to this .



Please give scores of 1 – 5, 5 being the highest. Please be honest and fair. Comments are incredibly useful for our students to know what they did well and what they need to improve.

	Score	Comments
Personal Presentation		
Eye Contact		
Body Language		
Communication skills		
Good examples given to back up their answers		
Self confidence in expressing achievements		
Any other Comments		