Your Guide to a Successful Interview

Congratulations on making it to the interview! This guide shares information about our interview formats and questions, tips on how to prepare and more. We’re excited that you’re one step closer to joining our team. Best of luck!

INTERVIEW FORMATS

We’ll ring you, ping you or bring you in to say hello.

The interview stage of the application process is a time for us to meet “you” beyond words on a page. Each of our businesses interview differently, so make sure you understand the requirements.

Generally, we conduct one to three rounds of interviews. You’ll start by meeting with hiring managers, peers and leadership.

Interviews may either be in-person, on the phone or held virtually. In-person interviews may take place one-on-one or in a group environment. They can range between 30 minutes to two hours, depending on how many people you’re meeting.

We conduct one-way and two-way virtual interviews. You may either receive a video interview, which you will record your responses to or you may have a live online interview with a hiring manager. For virtual interviews, you’ll receive a link to some practice questions. After this practice round, you’ll have between 90 seconds and 3 minutes to respond to each question. Don’t rush your answer. And remember, you don’t have to use the entire time either.

WHAT IS A SUPER DAY?
Some programs conduct a Super Day for the final round of interviews. The day entails 3-5 interviews over several hours with various business representatives.

WHAT IS HIREVUE?
HireVue is a virtual interview tool used to record video responses. Visit our Frequently Asked Questions for more information.
“OK, Google. Take me to the JPMorgan Chase website.”

Start preparing for your interview as soon as it’s scheduled. Dedicate some time to reading and researching the specifics of the job, our firm and our people. Our careers website is a good place to start: jpmorganchase.com/careers. You can also find us on Facebook, LinkedIn, Twitter and YouTube.

Set up a mock interview with friends or family so you can practice your responses. Also seek out your campus career services office because many provide mock interview sessions and interviewing workshops.

WHAT ARE INTERVIEWERS LOOKING FOR?

• Analytical and quantitative skills
• Effective communication skills
• Commitment to leadership, teamwork and inclusion
• Ability to organize and multi-task
• Intellectual curiosity and problem-solving skills
• Strong work ethic and results orientation
• Industry knowledge and market awareness

INTERVIEW PREPARATION

A little about you. A little about us.

We ask a mix of competency, situational, technical and behavioral questions so that we can better understand your academic and professional experience.

Sample interview questions

PRESENTATION SKILLS
• Describe your experiences with creating presentations for school, internships or volunteer activities. How did you know your presentation was successful?
• What are a few of your key considerations when creating a presentation?
• How do you prepare to present informal and formal presentations?

ANALYTICAL SKILLS
• Tell me about a time when you had a positive impact on a project. How did you measure your success?
• Describe a task that really tested your analytical abilities.

DRIVE FOR RESULTS
• How do you prioritize tasks and projects when scheduling your time? Give some examples.
• Have you ever had a project not go according to plan? What happened? What did you do to get it back on track?
• Describe a time when you received difficult feedback. How did you respond?

TEAMWORK
• Describe a project you previously worked on with a team. What made the team successful?
• Describe a situation when you worked with others on a project and your teammates disagreed with your ideas? How did you respond? What were some of your (collective) challenges and how did you resolve them?
• How would you coach someone else on building trust?

INTERVIEW YOUR INTERVIEWER.

Interviews are a great opportunity for us to get to know you, but you should also get to know us. Here are some questions you should ask us:
• What professional growth opportunities do you offer?
• What has been the most rewarding experience for you at JPMorgan Chase?
• Do employees have the opportunity to volunteer and give back to the community?
**POST-INTERVIEW**

A few finishing touches and we are in the home stretch.

**SEND A THANK YOU NOTE.** Write a short email thanking your interviewers for their time. Mention one or two conversation points that stood out to you during the interview and why you’re interested in the position.

**BE “REAL” WITH YOURSELF.** Do a gut check after your interview and make sure the role and team are a good fit for you. If you’re not entirely sure this is the right role for you, that’s okay. Let your recruiter know and he or she will guide you.

**AND, NEXT...** A recruiter will be in touch within two weeks of your last interview. Finding the right teammate is a difficult and important decision and we appreciate your patience in the process.

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**OFFERS**

**Well-said. Well-done. Celebrations are in order!**

Congratulations – this is what you’ve worked so hard for. Take a moment to celebrate your success and the accomplishment that comes with working for a top employer in financial services.

**The wonderful dilemma of managing multiple offers**

Receiving multiple offers can be stressful, but remember, this is a good problem to have! Here are a few tips:

**DON’T LET DEADLINES DRIVE YOUR DECISION.** Take the time you need to make an informed decision. Be transparent with your recruiter and negotiate a timeline that suits both of your needs. You should feel comfortable asking other employers for more time so you can make the right career decision.

**SALARY IS NOT YOUR NORTH STAR.** While compensation is important, you want to consider company values, culture, people and how they will help you build a successful, long-term career.

**COMMUNICATE WITH YOUR RECRUITER.** Be open and honest about your thoughts. You don’t need to make this decision alone, so it’s okay to talk through pros and cons with your recruiter.

**Accept before you announce.**

It can be tempting to announce your job offer right away on social media, but make sure you communicate your acceptance to your recruiter first – then friends and family. Make sure you follow through the onboarding process and meet all pre-employment deadlines.

Once you’ve been cleared for employment, keep in touch with your program manager about logistics for your first day.

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For more information about our programs, upcoming events and more, visit **jpmorganchase.com/careers**.