



# *Behavioral Questions in Investment Banking Interviews*

Brown Socially Responsible Investment Fund

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# Behavioral Questions Overview

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- The most important part of any type of interview, especially in investment banking interviews
- Good behavioral questions differentiate you from candidates (especially when you are all good at technicals)
- You should be able to talk about **your stories, your resume, your interest in the firm, and why you are a good fit for the firm**
- Content is important, but so are your **gesture and confidence** when delivering the response

# Common Type of Behavioral Questions

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- **Personal Type**
  - **\*\*\* Tell me about yourself**
  - **Why are you interested in finance?/Investment Banking?**
  - What did you do at firm X? What have you learned during your internship X and how will that help you at our firm?
  - Why do you want to switch from tech/consulting/marketing to investment banking?
- **Generic Type of Behavioral Questions/Situational Question**
  - What are your strength and weaknesses?
  - Tell me a time that you demonstrated leadership
  - What was the biggest challenge that you faced and how did you overcome that?
- **Banking/Firm Specific Behavioral Questions**
  - Do you follow any transactions?
  - What is your view on the market?
  - **Why are you interested in our firm?**
  - Why are you interested in this specific sector?
- **Interests!**
  - **Tell me about your interests (skiing, tennis, etc.)**

# Personal Type

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## Tell me about yourself? Walk me through your resume.

- Most important question in any interviews!
- Typically, you need to be able to tell your stories/walk through your resume within two minutes
- You need to prepare this answer but also make it not sound scripted
- You need to pick the important bullets on your resume and connect them in a smooth and cohesive way (E.g. Don't just list a bunch of experiences you have)
- You need to also know every single bullet point on your resume in case anyone follows up on a minor detail in your resume (E.g. Maybe in your last experience, you wrote that you worked with a non-profit two years ago (where you really didn't do anything), an interview could ask you what that non-profit is and what did you do there)

## Why are you interested in investment banking?

- **General framework:**
  - **Fast-paced work environment with strong team**
  - **Steep learning curve and ability to make real impacts**
  - **Ability to work on transactions and learn more about the fundamentals of companies**
- **Tie to your own experiences**
  - **You had IB internship before and really enjoyed the experience, so you want to build on this experience and work on more transactions**
  - **You had finance internship before, but want to gain some more in-depth corporate finance knowledge**
  - **You had CS internship before, but find yourself more interested in working with people and in a fast-paced environment**
  - **You had some other internship before, but want to gain experiences in financial services and want to be at place with steep learning curve**

# General Behavioral Questions

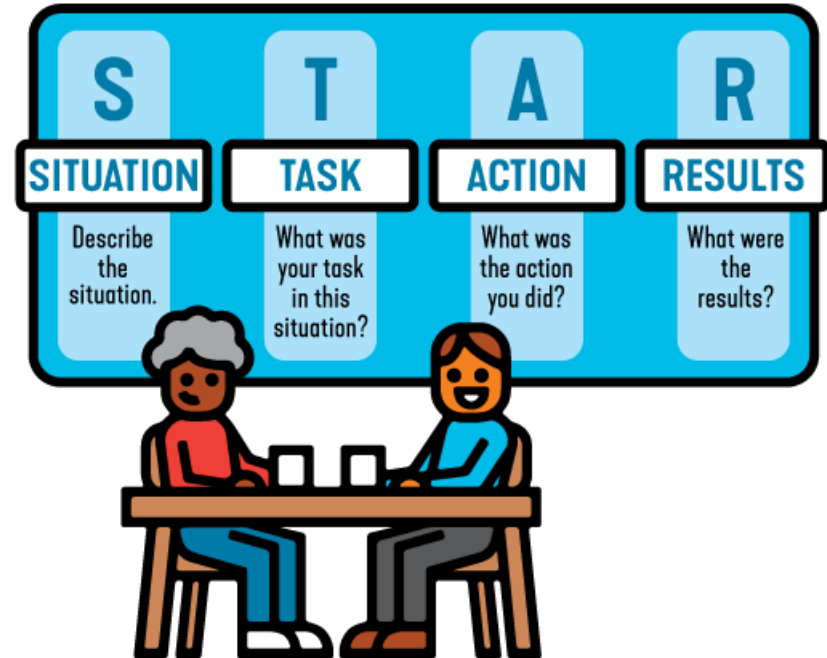
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		Behavioural	Project-related	Job-related
<b>S</b>	<b>Situation</b>	Paint a picture of the situation. Use names, numbers and data.	Describe the project's scope, scale, team and challenges.	Describe company scale, products, services, team and culture.
<b>T</b>	<b>Task (Objective)</b>	What you were tasked with doing (to achieve a positive outcome).	Purpose of your role in that project.	Purpose of your role in that team.
<b>A</b>	<b>Actions</b>	Chronological step-by-step review on what happened and what you did.	Chronological step-by-step review on what you did.	Your responsibilities.
<b>R</b>	<b>Results</b>	Result/Outcome and lessons learnt.	Results, achievements and lessons learnt.	Your most valuable achievements.

# General Behavioral Questions

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- Before your interview, you should prepare a few stories:
  - Your strength and weakness
  - A time that you worked in a team
    - As a leader and as a group member
    - A time that you have to deal with a difficult coworker
  - A time that you worked under pressure
  - A time that you took a risk
  - A time that you took initiative
  - A time that you solved a challenging problem (quantitative or qualitative)



# Bank/Firm Specific Behavioral Question

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## Why are you interested in our firm?

- **Research! Research! Research!**
  - Do thorough research of the firm! Know what it does, know its culture, know why it's special among its competitors
- **This is where networking becomes important!**
  - You could mention that you've talked to people XYZ and learned that the firm is (diverse, good work-life balance, strong in M&A or TMT, etc.) and that's why you want to work there
- **Always good to combine a technical and a behavioral aspect of the firm**
  - **Technical**
    - Strong deal flows in the TMT sector
    - Strong restructuring or M&A practice
    - Consistent deal flows and ability to be involved in the entire transaction process
  - **Behavioral**
    - Culture
    - Diversity
    - People



# Bank/Firm Specific Behavioral Question

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## Have you followed any recent transaction?

- Prepare one or two transactions of the bank that you are interviewing with!
- Typically it's the easier to do IPO or M&A
  - IPO
    - Time, Date, Size of IPO
    - IPO price range and post-IPO stock performance
    - Market reaction of IPO
    - Rationale of IPO
  - M&A
    - Buyer, Seller, Transaction Value
    - Financing of Transaction (cash, stock (premium), debt)
    - Pro-forma performance of the buyer
    - Rationale of M&A
    - Any interesting term/observation in the M&A

# Interests

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## Be ready to talk about the interests you listed on your resume

- **Honesty! Honesty! Honesty!**
- **Make sure you are actually interested in this and able to hold a conversation for a few minutes about this interest**
- **You can be very genuine in this section**
  - **Be creative!**
  - **Anything but video games, drinking, gambling, and other illegal stuff**
- **This section is probably second most important part in your behavioral interview**

