

# Candidate Interview Guide

Make a Strong Impression & Find the Right Fit for You

Use this guide to help you walk into your interview confident, prepared, and polished.

## COMMON INTERVIEW MISTAKES TO AVOID

- Arriving late (or logging in late for virtual interviews)
- Being unprepared to discuss your experience
- Speaking negatively about past employers or managers
- Giving short, vague, or unfocused answers
- Failing to research the company and interviewers beforehand
- Dressing too casually or inconsistent with the role
- Not asking thoughtful questions at the end of the interview
- Forgetting to follow up with a thank-you email

**RPG Note:** Employers are evaluating professionalism, communication, and attitude just as much as skills.

## RENAISSANCE RECOMMENDED INTERVIEW TIPS

- Dress more professionally than the company's typical dress code
- Wear simple, professional attire that presents a polished appearance – First impressions matter
- For virtual interviews:
  - Use a quiet space to focus with a neutral background
  - Ensure good lighting by facing a light source (in front of window, or a lamp)
  - Set up and test your technology BEFORE your interview
  - Research company and interviewer(s) prior to interview
  - Maintain good posture and eye contact, avoid fidgeting
  - Speak clearly and at a steady pace (don't forget to breathe!)
  - Listen fully before responding – take a few notes if needed
  - Prepare for Behavioral Interview style questions
  - Answer questions with specific examples when possible

## BEHAVIORAL INTERVIEW TIPS

Behavioral Interviewing helps hiring managers evaluate problem-solving, teamwork and leadership using specific examples. Below are common behavioral interview questions:

- Tell me about a time you worked with a difficult team member.
- Describe a challenging problem you solved and how you approached it.
- How do you prioritize tasks when they all seem to be important?
- Think about a time when a problem arose and your manager was unavailable. How did you handle the situation?

**RPG Note:** Remember: Confidence comes from preparation—not perfection.



# Good Questions

Asking thoughtful questions shows engagement and helps you evaluate the opportunity beyond the job title.

## About the Role

- Q1**
- What does success look like in the first 90 days?
  - What are the biggest challenges someone in this role will face?
  - How does this position support the company's goals?

## About the Team & Culture

- Q2**
- How would you describe the team dynamic?
  - How is performance measured and feedback delivered?
  - What do employees enjoy most about working here?

## About Growth & Stability

- Q3**
- What opportunities exist for growth or advancement?
  - How does the company support professional development?
  - How has this role evolved over time?

## About Expectations

- Q4**
- What are your expectations regarding schedule, flexibility, or workload?
  - What does a typical day look like?
  - What are the next steps in the interview process?

**RPG Note:** Interviews are a two-way conversation. The right role should align with your career goals, values, and lifestyle.

## FINAL INTERVIEW REMINDERS

- Q5**
- Be yourself—authenticity matters
  - Show curiosity and professionalism
  - Send a thank-you email within 24 hours
  - Reach out to your recruiter with questions or feedback

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The pleantry, the professionalism, the teamwork, the follow through, the knowledge & the compassion is hands down what separates Renaissance from any and ALL other recruiting companies out there today. They are the best personnel/ recruiting/ job placement company I have worked with when looking for a career! Top notch in my book. Thank you all so much from the bottom of my heart.

★★★★★

This is a great organization! They had a client who was looking for a specific skill set, and they went out and found it. They are a team of professionals who care about both the client and the applicant. I have spent the last ten years at an executive level, and I can say this with the utmost confidence Laura and her team are superstars.

★★★★★

Laura and the Team at Renaissance are fantastic. I called three local agencies and the Renaissance Team were the only team who took the time to talk to me. Not only did I get immediate access to senior experienced recruiters, but Laura took time to understand & get under the skin of the culture of our business, meet key colleagues. The result was end-to-end we had a successful hire within two weeks.

