



Cornell Hedge Fund Behavioral Preparation: Fall 2024

General Behavioral Interview Tips

The most important part of any interview process is to address how you have navigated challenges/conflicts/disagreements or worked in a team environment

- Use the STAR method (Situation, Task, Action, Result); most of the focus should be on the last two components
 - Situation: Provide context regarding the problem/situation (who, what, where, when, and why)
 - Spend the least amount of time on this!
 - Task: Discuss your responsibilities and expectations of you
 - Action: Explain the exact action you took in depth; be specific!
 - Result: Include numbers to quantify your outcome/emphasize your growth
- Have several experiences ready that you can talk about to answer a behavioral:
 - Professional/work, extracurricular/club, group work/class, personal experiences
 - Bullet points in advance should help you prep; if you write out your answers word for word, rehearse to the point where you don't sound rehearsed!
- Practice makes perfect. Do lots of mocks with friends and upperclassmen!
- Highlight your skills (Problem Solving, Teamwork, Leadership, etc.), willingness to learn, and positive attitude; be personable & don't ramble

Tell me about yourself/walk me through your resume

No more than 2 minutes! You should sound natural

- Tell a story! Most experiences are somehow connected to where you are today and your interest in finance, but pick the most important ones
- Start with your name, major, and hometown
- You may include a sentence on why Cornell or why your specific major
- Proceed with professional experiences, then on campus/extracurriculars ones
- Mention your interests outside of a professional setting
- Wrap up with where your current interests lie + why you're here today
- Depending on your story, you may go in the order of your resume from top to bottom or chronologically

Why are you interested in finance?

Tell a 1-minute story leading up to where you are now; it's okay to not know what you want to do within finance (it's so broad and CHF is the place to figure it out!)

- Tie in your major, previous experiences, impactful conversations with people in or pursuing finance, etc.
- Some common things to highlight include your analytical skills, desire to work in a fast-paced environment with a steep learning curve, and drive to create long-term impact for corporations, individuals, etc.
- Discuss what you have been doing thus far to learn more (podcasts, Investopedia, books, etc.) and given your interests, what do you hope to further learn/figure out?
- Consider: what are some potential fields/industries you have thought about/are interested in? What fields/industries have you not given enough thought and hope to unpack?

Other questions: Use the STAR method!

For any personal, out of the box questions, try to let your personality shine through beyond finance!

- If the interviewer doesn't specify professional, this could be a personal accomplishment. Examples can include winning a sports tournament, recovering from an injury through extensive physical therapy, etc.
 - Example Prompt: Tell me about an ethical dilemma/a time when you were challenged with integrity.
 - Example Prompt: Tell me about a challenge you faced on a team/when you disagreed with someone in a team.
 - Example Prompt: Tell me about your proudest accomplishment.
- Highlight your interests outside of finance
 - What are three words your friends would use to describe you?
 - What do you like to do outside of school?

Tell me about your greatest strength?

Always have an example to back up your behavioral answers!

- Don't just say your strength is that you're organized. Explain how:
 - *Ex:* My biggest strength is that I am organized. At the beginning of every week, I create a google doc with everything I need to do for the week organized by sections, including professional, academic, personal, etc. The top of each section are items of highest priority and I complete them in order of priority. I only start a new weekly google doc once the previous one is empty. I also have an excel file with due dates of assignments and applications linked to my google calendar. This method has helped me master my time management skills and consequently, I never miss any deadline.

Tell me about your greatest weakness?

Always have an example to back up your behavioral answers!

- For a weakness, make sure to highlight how you're mitigating the weakness. If it's a weakness you had in high school for example, you can emphasize how you have grown when transitioning into college.
 - *Ex:* At the beginning of college, I was unable to say no to people and found that whenever someone needed help, I would drop everything I was doing to be there for them and then stay up all night to finish my work. **But I realized I wasn't prioritizing my own responsibilities enough.** So, I began to record time blocks for my own obligations in my google calendar, while also making sure to take on TA roles and blocking out times throughout my day to help others. If someone were to ask me for help during times that were allocated to my own work, I would say that I am unavailable at this time, but I am more than happy to help during this hour. **This strategy allowed me to reach an effective daily balance between prioritizing my obligations and helping others.**

Why are you interested in CHF?

Make this 1-minute answer personal; cite specific things that stand out to you!

- Bring in personal anecdotes, coffee chats, stories that CHF members have shared with you
- Don't be generic. Just saying the club will provide you with a good education process is too broad; most finance clubs will teach you the same thing
- Make sure this is the community for you through coffee chats. Get a feel for the members of the club and the club's culture
- You can tie your academic/career interests to the specific funds we offer



Thank You!

CHF Website:

