

Preparing for Your MIT Sloan School Interview

MIT Sloan MBA Program

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Type of Interview*

The MIT Sloan MBA Admissions Committee conducts Behavioral Event-Based Interviews. The concept behind Behavioral Event Interviews (BEI) is past behavior is a reliable indicator of future response in a similar situation.

BEI is different from the traditional screening interviews:

- Instead of asking how you would behave in a particular situation, the interviewer will ask you how you did behave.
- Expect your interviewer to question and probe your answers.
- The interviewer will ask you to provide details and will not allow you to theorize or generalize about several events.
- The interview will be a structured process that will concentrate on areas that are important to the interviewer, rather than allowing you to concentrate on areas that you may feel are important.
- You may not get a chance to deliver any prepared stories.
- Most interviewers will be taking copious notes throughout the interview.

What the Admissions Committee is looking for

The interviewer will be looking for concrete and specific examples revealing one or several of the following traits during the interview:

- Influencing others: the ability to influence a person, group or organization.
- Relationship building: the ability to build and maintain professional relationships.
- Drive: the ability to set an objective and achieve it.

Preparing for BEI*

- Recall a recent situation that showed favorable behaviors or actions, especially involving work experience, leadership, professional relationships, teamwork, planning, etc.
- Prepare short descriptions of each situation; be ready to give details when asked.
- Be sure the story has a beginning, a middle and an end.
- Be honest; don't embellish or omit any part of the story.
- Be specific. Don't generalize about several events; give a detailed accounting of one event. The interviewer will not give you the benefit of the doubt if there is something missing from your story.

Using the STAR Technique*

- Situation: define the situation or “set the stage.”
“Last year our firm was looking for an architectural firm to redesign our office.”
- Task: identify the task/project performed.
“I led the due diligence and selection process.”
- Action: describe the action you took.
“I formed a committee of eight members, talked to several architects and held several meetings with people who will be affected by the redesign.”
- Result: summarize the outcome
“The redesign was completed on time and we were under budget.”

*Information taken from various public sources

Final Word

You may send a thank-you through postal mail to the following address:

Name of Interviewer
c/o Kim Cowperthwaite
MIT Sloan School of Management
50 Memorial Drive, Room E52-126
Cambridge, MA 02142-1347