



Interviewing at P&G

Overview

To learn more about you on a personal level, P&G interviewers will ask you job-related interview questions to gain insight on your capabilities.

Our interviews are unique. They have been customized to predict the likelihood of a successful fit between you and P&G. We'll seek to understand how well you would fit within our culture at P&G so that we can help ensure your success. During your interview process, you'll also gain insights about P&G and answers to your questions. In the weeks following the interview, you'll learn if we have made the decision to move you forward in our selection process.

What is P&G looking for in a candidate?

Our interviewers will ask you questions that will allow us to understand examples of your past experiences and thought processes as they relate to your work at P&G. We recruit and develop our people against key behaviors that create value by winning with consumers. This means collaborating internally to compete externally, because P&G is unbeatable when our people perform at their peak.

What kind of questions can I expect?

During the interview you will be asked a series of standardized questions about your past experiences, for example:

- Tell me about a time when you worked with others.
- Give an example of a time when you created something new.

You will also be asked questions about your thought process in work-related situations, for example:

- If you were given a difficult project, how would you ensure its success?
- What would you do if you had conflict with a team member?

For each answer you will be expected to describe examples of behaviors, which our interviewers will use to assess your proficiency in each of our core competencies.

How to give a complete answer to our questions

P&G interviewers will be looking for a complete response from you to best understand your past behavior and thought process. In order to provide a comprehensive response, be sure to include three key elements in each question asked: 1) **Context**: provide the interviewer with enough background information so that they can best understand the situation. In the questions related to your thought process, the context will be provided to you in the form of a hypothetical situation. 2) **Actions**: be sure to inform the interviewer of all the relevant actions that you took or would take in the situation. Help the interviewer understand WHY you acted, or would behave, in a certain way. 3) **Results**: let the interviewer know what results came from your actions and how impactful they were. In questions related to your thought process, make sure the interviewer knows what results would come and why.

Think about past successes from all aspects of your life

In the interview, we are looking for the best example you have that answers the interview question – no matter where it comes from. While school and work experiences provide great examples of past work-related behaviors, you should also feel free to use examples from other aspects of your life – such as volunteer activities, military experiences, clubs, organizations, etc. In addition, since we know that you may not have had a chance to experience certain situations, we will ask questions about what you would do in a work-related situation.

Review your resume and other information

Our interviewers start preparing for your interview by reviewing your resume and other information you have provided. You should therefore be prepared to talk about your past experiences.

Where and how will my first interview be held?

Your first interview may be held over the phone, in a P&G office, at a conference or on a college campus. In addition, your interview may be with a single P&G person or with a panel of 2 to 3 P&G people. No matter where or how your interview is conducted, it will allow you the chance to meet both new and established P&G people, and give you an insight into the way we operate.

How long will my interview last?

Most interviews last around 45-60 minutes, but there are no strict time limits. During this time you will also have the opportunity to learn more about P&G by allowing us to answer any questions you may have.

