

Get set up for success



Deloitte.

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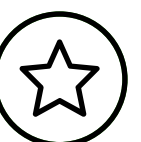
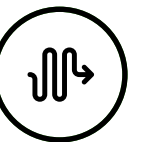
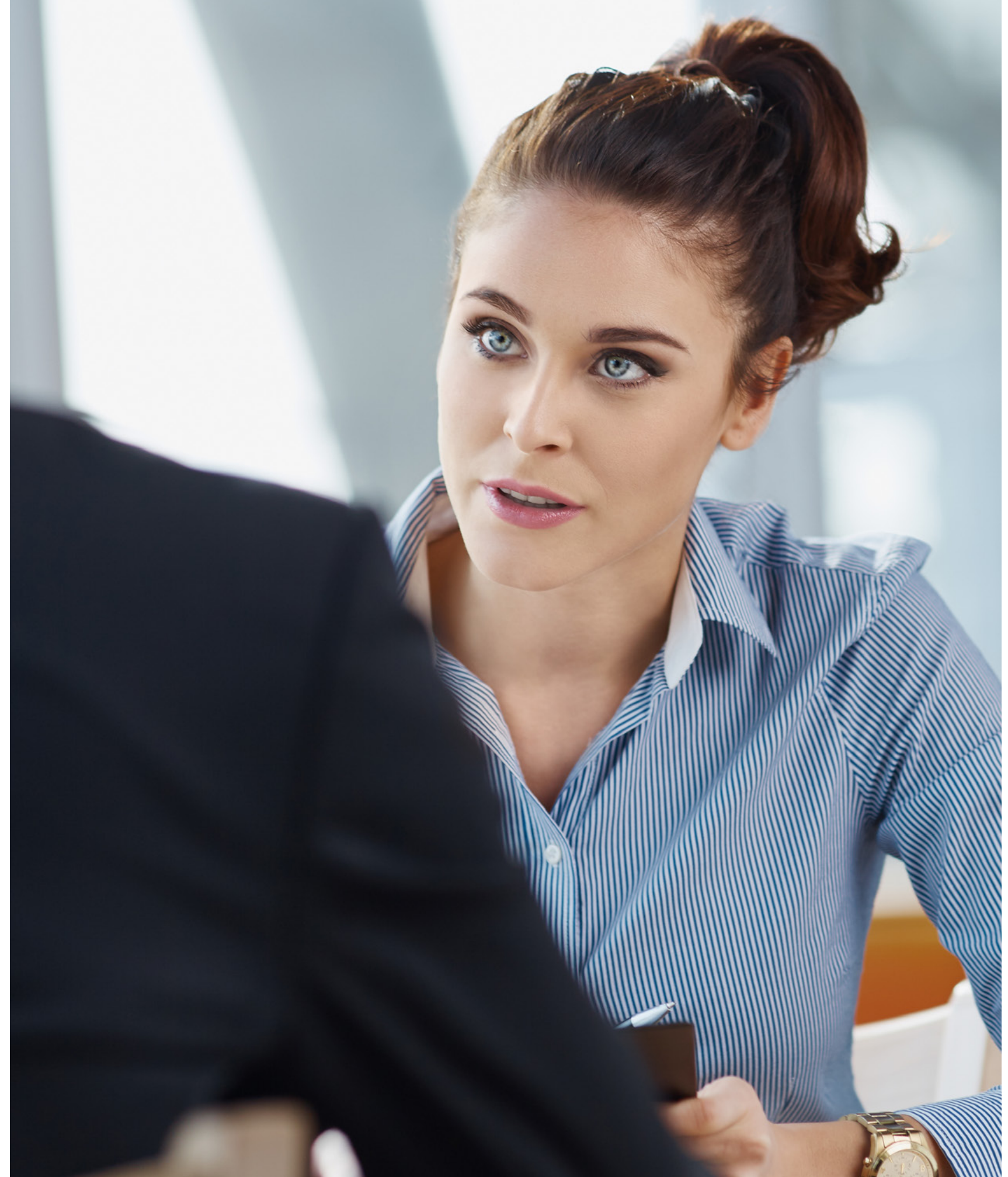
Introduction

Congratulations on reaching the final stage of the assessment process at Deloitte.

An in-person assessment may be a new experience for many of you, so, we have created this guide to help you anticipate what is to come and provide strategies to help you prepare and perform at your best on the day (and enjoy the experience too!).



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What to expect on the day

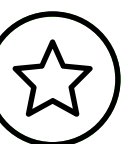
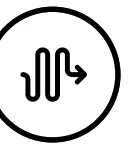
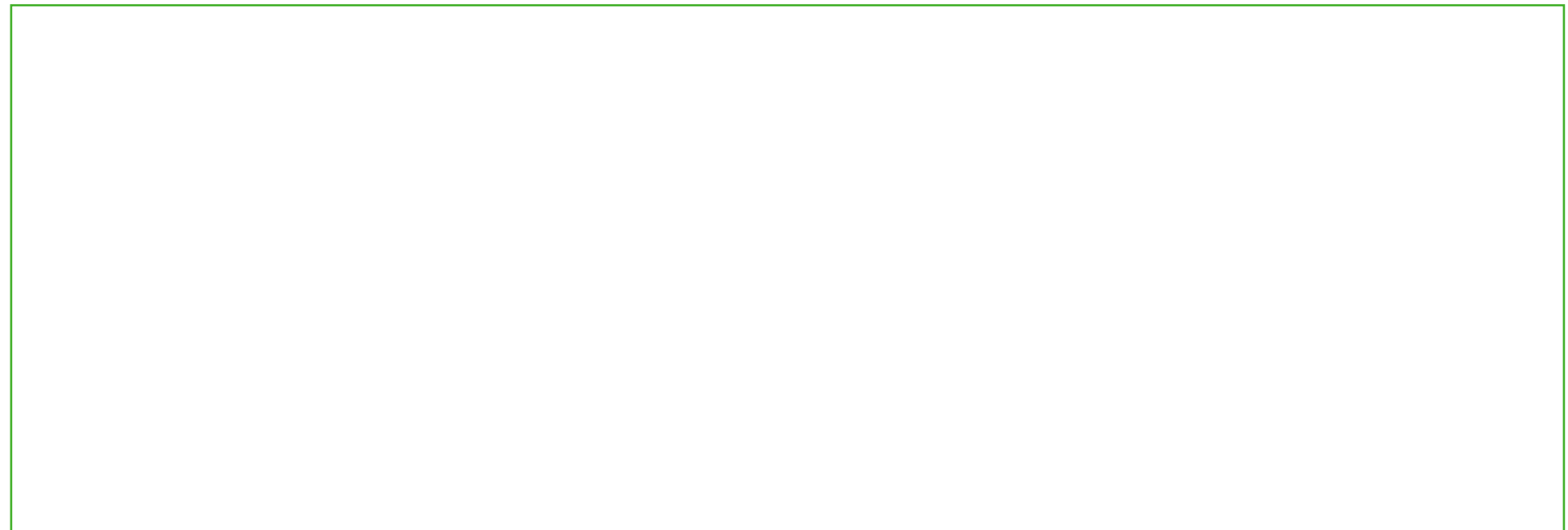
How are you feeling about the assessment? Excited? Apprehensive?

If you are feeling excited and confident then that's great, but if you are feeling a little nervous ahead of an interview or assessment it is completely normal, in fact, it's a natural response to the situation you are faced with. Managing your nerves and building your confidence will leave you feeling more in control and able to perform at your best.

Thinking about any assessment day 'firsts' can take away some of the uncertainty and help you to anticipate what's to come.

Here are some examples of assessment day 'firsts'. Reflect on any you might personally experience on the day and add to the list:

1. Meeting people in-person rather than virtually
2. Finding and going into a Deloitte office
3. Being around other candidates
4. The discussion exercise and interview
5. Meeting the hiring managers



Our message to you

We want you to **succeed**.

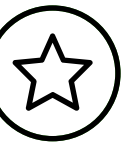
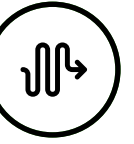
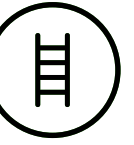
This process is not designed to trip you up but to provide an environment for you to thrive, learn and be your best self.

To help us make this a positive experience, here are a few things we ask from you:

- ✓ **Show us who you are.** Be proud of who you are, we want to know what makes you, you! We're excited to hear new perspectives and ideas.
- ✓ **Ask questions anytime.** Talk to a recruiter about anything on your mind that we haven't answered in the information provided. This could be location, travel, timings or any adjustments you may need.
- ✓ **Tell us about reasonable adjustments.** Tell us what you need in advance of the session. We really want to support you with anything you need before, during or after the assessment, so please let us know how we can do this.
- ✓ **Ask for clarification.** If you don't understand a question or instruction, ask for it to be repeated or reframed. Our Hiring Managers are ready for this.
- ✓ **Bring paper and a pen to make notes.** If you want you can bring some notes to help prompt your thinking, or take a note of the question if it helps your memory.

We also want you to know:

- ✓ **We want you to succeed.** Everyone is on your side, this is a chance for them to see all you have to offer.
- ✓ **You are a decision maker.** This is an opportunity for you to learn more about us and whether this is a place you can thrive and build your career.
- ✓ **It's not a competition.** You are benchmarked against criteria and skills, not other candidates on the day.



Set yourself up for success: before the day

There are many things that make you, **you**.

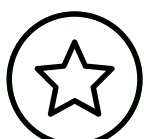
From the strengths and skills you have, to experiences that have shaped you. Whilst you can't plan and prepare every single detail, you can ensure you understand the skills Deloitte are looking for and what experiences you've had that relate to these.

There will be many opportunities to demonstrate these skills throughout your assessment. To help you show up in the best way possible, take some time to reflect on this. You'll find a recap on the skills Deloitte identified as key for success in this **video**.

Reflecting on your experience and skills

The interview is a great opportunity to showcase your experiences, demonstrate your skills and communicate your alignment with Deloitte.

In the boxes below, write down a few examples you would like your interviewer to know about.



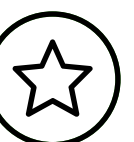
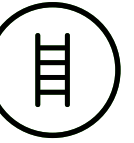
Set yourself up for success: before the day

However confident you feel going into the day, it can help to have something to remind you of that confidence. This 'confidence anchor' acts as a reminder of your positive attributes and can give you a confidence boost in the moment if you need it.

Finding your anchor

Reflect on what you could use to boost your confidence or energy in the moment. This can be anything from a photo, a written reminder of some positive memories where you felt calm, happy and confident, or a small memento from someone important to you. You can keep it with you in your bag on the day. Knowing it's there can help.

What could yours be?



Set yourself up for success: before the day

Strengths Spotting Exercise

We know having to complete several activities in the session can feel a bit daunting. Being clear on what our strengths are can help us feel more confident about what we have to offer (as well as what we're looking for in a role) which will help with a positive mindset on the day.

Try the following exercise:

Part 1: What energises me

Pick a couple of days where you will be busy with different types of activities such as volunteering, part-time work, social activities with friends, engaging in personal projects such as planning and organising a trip or planning a budget.

Reflect throughout these two days and make notes in regards to the questions below.

What do you really enjoy doing?

What activities do you get so absorbed in that time flies when you are doing them?

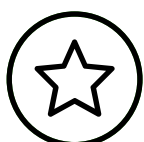
What feels natural and 'like me'?

What activities would you enjoy learning more about if you needed to or had the opportunity?

Part 2: What I'm good at

At the end of the two days look to see if there are any themes across what you've written down and try to give them a label e.g. learning, communicating, creativity, organising etc

Please type your reflections here



Set yourself up for success: on the day

Here are some other ideas to give you a confidence boost.

This page has **three practical strategies** you can use in the moment.

STRIKE A POWER POSE

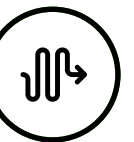
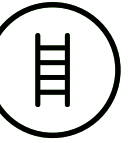
Research by social psychologist Amy Cuddy suggests standing in a 'power' posture, even when you don't feel it can increase feelings of confidence. You can watch her TED Talk [here](#)

TAKE A PAUSE

Finding a quiet space to pause for just a few minutes, can help reset and re-energise your mind. You can read about the power of pausing [here](#)

JUST BREATHE

Take a minute to try out some breathing exercises to calm any nerves you may have. Check out some examples of stress relieving breathing techniques [here](#)



Summary

Whatever the outcome of this final stage, remember to take a moment to **celebrate your successes** and congratulate yourself for showing up.

Finally, here is a **short checklist** to ensure you are prepared ahead of your assessment:

Do you:

...know what time you need to arrive?

...know what you are going to wear?

...know your route to get there?

...know what mandatory preparation you need to do?

...know what to bring with you?

...have your notes, if it would help you to refer to them?

Make sure you can answer all these questions and write down anything else you need to remember in the box below.

We look forward to seeing you soon!





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