Chevron Interview Process and Tips
The People We Hire
Strong Fundamentals in Geology - Science Drives the Business

Chevron offers a global and collaborative work experience

Focus on:
✓ Creativity and Enthusiasm
✓ Team Oriented
✓ Networking
✓ Work Ethic
  • Productive
  • Quality Work

Prefer:
✓ Problem Solving Skills
✓ Ability to Integrate Data
✓ Strong Academic Performance
✓ Communication
✓ Leadership
✓ Mobility (jobs and/or locations)

Be ready to work with some of the best and brightest people in locations around the world using leading edge technology to explore and develop energy.
The Interviewing Process
Targeted Selection Philosophy

Interviews and selection procedures focused on job-related information

**STARs**
- **S**ituation or **T**ask
- **A**ction
- **R**esults

**Motivational fit assessed**
- Job Fit
- Organizational Fit
- Location Fit

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How Behavioral Interviewing Works

- Recruiters use open-ended questions to assess candidates.
- Recruiters ask how the interviewee acted in specific situations.
- Past behavior is the best predictor of future performance.
- Opportunity for candidates to show performance skills such as problem solving, communication and critical thinking.
STAR Method

- When answering behavioral questions, always provide the following:
  - **Situation or Task**: Detail the situation or task you were involved in. Address who, what, where, when and how.
  - **Action**: Elaborate on YOUR action and contribution to the task.
  - **Results**: Thoroughly explain results, accomplishments. Quantify.
Sample Behavioral Questions

- Have you had to convince a team to work on a project they weren’t thrilled about? How did you do it?
- Give an example of a goal you reached and tell me how you achieved it.
- Give an example of an occasion when you used logic to solve a problem.
- When you worked on multiple projects, how did you prioritize?
- How did you handle meeting a tight deadline?
- How have you handled a difficult situation with a supervisor or professor?
Avoid these types of answers

- Theoretical: “I would have, I could have….”
- Opinions: What you believe in
- Vague Statements: “Many times, most of the time, usually….”
- No information: single word or yes/no answers.