

L'ORÉAL TIPS FOR A STRESS-FREE INTERVIEW EXPERIENCE



WHAT DOES A L'ORÉAL INTERVIEW LOOK LIKE?

- It usually takes between 45 and 60 minutes.
- It's a two-way conversation, not an exam.
- It always starts with an introduction from both sides (interviewer + candidate).
- Our questions are mostly competency-based and tend to follow the STARE model.

S	Situation	Tell me about a time when you...
T	Task	What was your role?
A	Action	What did you do exactly?
R	Result	What were the results?
E	Evaluation	What did you learn?

YOUR INTERVIEW CHECKLIST

Before

- If your interview is online, plan ahead to be in a room with good light and privacy. Check your Internet connection beforehand.
- If your interview is in person, ensure you arrive at least 10 minutes before the scheduled time.
- Read the job description in detail before the interview.
- Be ready to introduce yourself in three minutes max (you can take less time, too, that's perfectly okay).
- It's just as important for you to have a sense of what it's like to work at L'Oréal, so bring any questions you have about us to your interviewer.

During

- If you do not understand a question, ask your interviewer to clarify.
- You have time to think about your answer, take advantage of it
- If the question you're being asked is competency-based, try to stick to the STARE method. Give concrete examples.
- Try to convey a sense of who you are to the interviewer. That can be challenging sometimes, but we're interested in who you truly are.
- Do not miss your chance to ask any questions you have about working at L'Oréal.