SCOUTS TALENT

INTERVIEW TIPS FOR CONSULTANTS

> Clients want to know you can step in quickly, add value, and adapt.

1 START STRONG: ASK, THEN ALIGN

Begin by asking the client what they are targeting in this role. Then spend the rest of the conversation showing how you can help them achieve it.

2 NAIL "TELL ME ABOUT YOU"

Keep it short (2 minutes max) and focused on your consulting value. Highlight skills, industries, and project types you excel at.

Don't reiterate your entire resume. Assume they've already read it. And don't recite everything you've done before you know what they're looking for.

EXAMPLE

"I've been consulting for about 10 years in accounting and finance, with a focus on systems implementations and process improvements. I've supported clients from mid-sized companies to global organizations, often stepping into complex environments where immediate impact was needed. Clients value that I can get up to speed quickly, deliver solutions, and leave sustainable improvements behind. That's why I'm excited about this opportunity—it feels like a strong fit for both my experience and the type of results I enjoy delivering."

3 USE THE STAR METHOD

When asked about past experience, structure answers with STAR:

- **S – Situation:** Brief context (set the stage).
- **T – Task:** What you were responsible for.
- **A – Action:** What you did (your approach, tools, collaboration).
- **R – Result:** The outcome, ideally with metrics or impact.

Keep STAR stories consulting-relevant: quick wins, adapting to new systems, building trust fast, problem solving.

Practice your stories out loud before the interview. Saying them a few times helps them come out clear, confident, and concise.

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4 SHOW CONSULTANT MINDSET

- Highlight flexibility: “I can step in quickly and get up to speed fast.”
- Demonstrate collaboration: “I partner with teams without disrupting workflows.”
- Show results: “I leave processes stronger than I found them.”

5 QUESTIONS TO ASK THE CLIENT

- “What are the most immediate priorities for this role in the first 30–60 days?”
- “What are the biggest challenges the team or company is facing right now?”
- “How would you describe the culture of the team I’ll be working with?”
- “Based on what we’ve discussed, where do you see me making the biggest impact for your team?”

6 DOS & DON’TS

DO

- Prepare 3 STAR stories (write them down and bring notes. It’s ok to reference them).
- Speak clearly, confidently, and concisely.
- Confirm audio/video if it’s a virtual interview. “Can you see and hear me alright?”

DON’T

- Over-explain your resume.
- Speak negatively about past employers.
- Forget to connect your skills to the client’s needs.

END WITH AN EXCLAMATION POINT

If you are interested in the role, close the interview by explicitly stating your interest: “I am SO interested in helping you with this project!”

7 VIRTUAL INTERVIEW TIPS

- Choose a clean background, ensure you are centered in the frame and an arm’s length away from the screen/camera.
- Smile, wave with an open palm at the start, it builds likeability.
- Look toward the left of your screen (people subconsciously view this as more likeable).
- Use one screen, silence notifications, and give the interviewer your full attention.

REMEMBER

As a consultant, your role is to provide immediate value. Show that you can adapt, communicate clearly, and deliver results quickly.