

INTERVIEW PREPARATION TOOLKIT

Our Vision:
To use the power of basketball to unite, entertain and create positive change.

Mission Statement:
To create impactful, memorable and positive experiences on and off the court that generate pride for employees, passion for fans, value for partners, and benefits for our community.

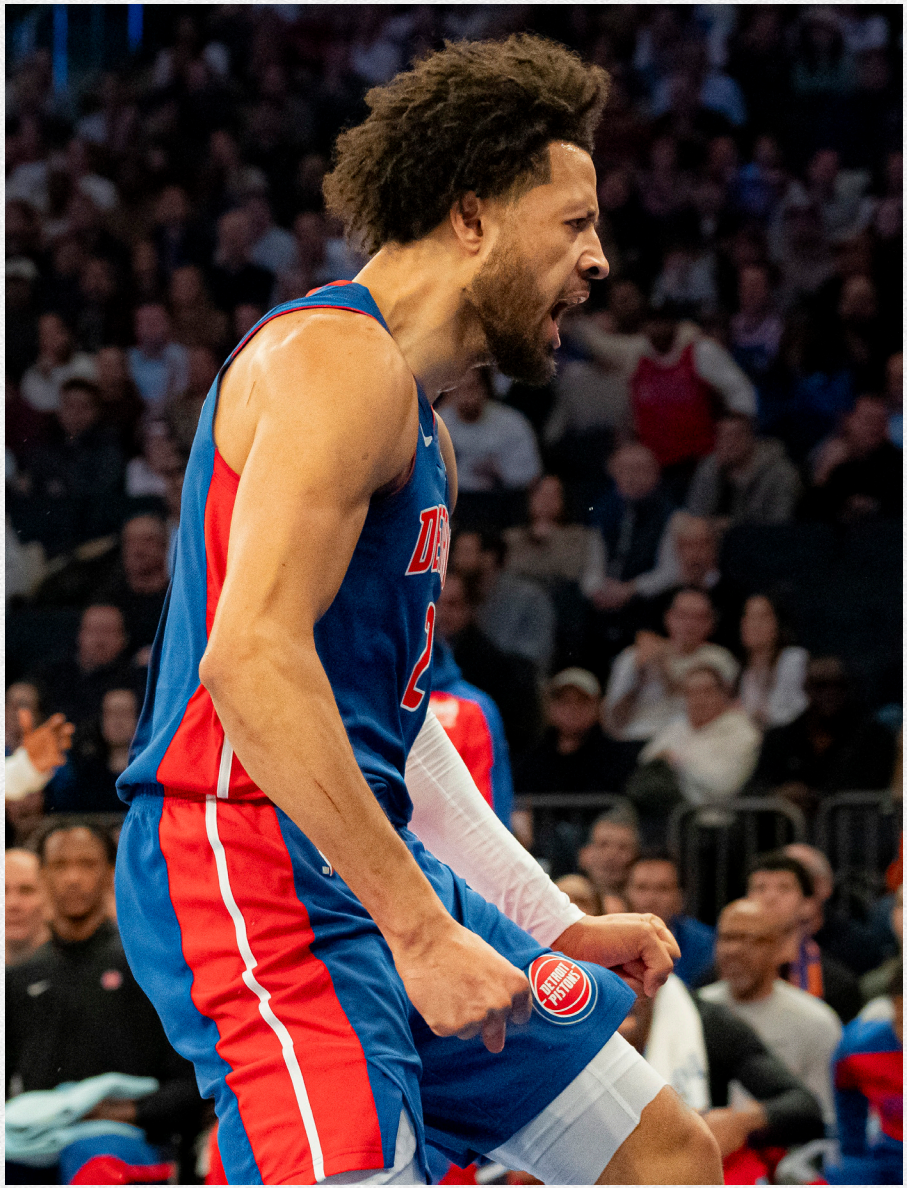
Diverse Recruitment Statement:
Here at the Detroit Pistons, we are focused on equality for all. We work collaboratively to foster a diverse and inclusive work environment that celebrates our differences while driving innovation and equity. Creating impactful experiences on and off the court is what we do - and ensuring that everyone has a voice is how we do it.

We are happy you agreed to interview for a new career opportunity with the Detroit Pistons!

Whether you are a current employee or new to the Detroit Pistons, this toolkit provides resourceful information when preparing for your interview.

Our Pistons Vision, Mission, and Diverse Recruitment statements encompass the core competencies of our organization!

Please contact the Pistons recruiter if you have any questions before the interview. If you need a special accommodation for the interview, you can contact the recruiter via email at PistonsHR@pistons.com for additional support.



PHONE SCREENS

- Phone screens are initial conversations with a Recruiter that allows us to gather more information on how your skills relate to the position you are applying to. This should only take approximately 30 – 35 minutes.
- Questions will be competency based, while focusing on our organizational values.
- Prior to the phone screen, if the job description is available, please review and assess how your experience qualifies you for the role.
- Prepare any questions you have about the role or the recruiting process.
- Be sure that you have a quiet, private location to take the phone conversation so that your questions and answers can be heard clearly by the recruiter.

THE INTERVIEW PROCESS

BEFORE

- Virtual: Test your internet connectivity and login early to ensure everything is working properly.
- Phone: Ensure your phone is charged and has good cellular service.
- Be sure your environment is quiet to maintain professionalism in the process.

DURING

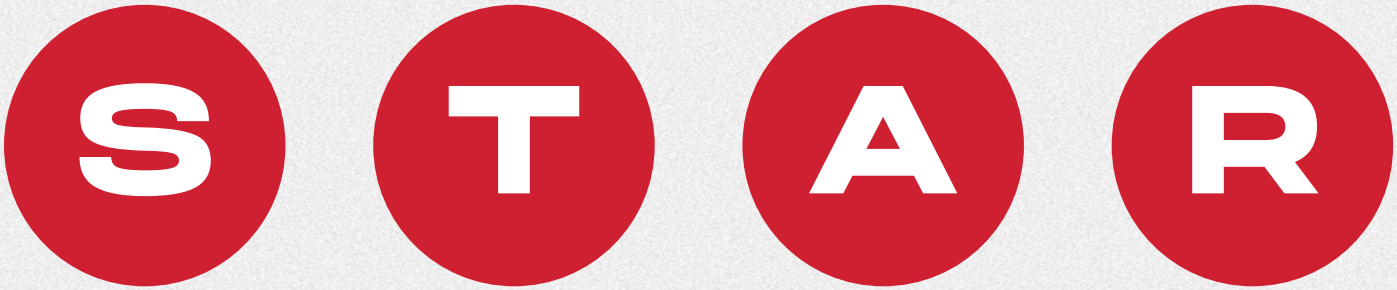
- Interview questions are based on organizational value and core competencies of each prospective role in which you've applied.
- Questions are situational based to assess your application of hard and soft skills associated with this role.
- Answer using the STAR Format. (see next slide)

AFTER

- Thank the Recruiter, or Interview panel for their time!
- If you have further questions, be sure to ask the Pistons Recruiter. The Recruiter will contact you to schedule interviews onsite, phone, or virtual.
- Recruiter will provide updates once a hiring decision has been made.

STAR FORMAT

Structured Manner of responding to behavioral-based interview questions by discussing the specific situation, task, action, and result of the situation described.



Situation **Task** **Action** **Result**

INTERVIEW TIPS

1. **Educate** – Understand the job description and how your experience aligns with the role/ organization.

2. **Prepare** – Review STAR format, expect questions, and prepare questions for the team.

3. **Reflect** – Speak to your strengths, skills, goals, and why you would be a great culture add to our team.

4. **Practice** – Ask a peer, friend or family member to rehearse and provide feedback.



GOOD LUCK!





