

Baxter

Level Up Your Interview



Pre-Interview Checklist



- Confirm the invitation to the interview.
- Review the job description and make sure you understand everything. If not, write down what is unclear and ask about it in the interview.
- Research Baxter and learn about our business and culture. Check Baxter's social media channels, [Jobs.Baxter.com](https://www.jobs.baxter.com) and [Baxter.com](https://www.baxter.com).
- Review your resume and reflect on your past experiences, skills, and accomplishments that are relevant to the job you are interviewing for.
- Prepare questions to ask the interviewer.

For video interviews:

- Test the technology prior to the interview (microphone, headset and camera).
- Check your background. Avoid a distracting or messy background, or anything that might be inappropriate or unprofessional.
- Check the lighting. Having a light in front of you works better. Having light behind you may cause the interviewer to only see your silhouette instead of your face.
- Make sure you are in a quiet place to avoid distractions.

For on-demand video interviews:

- In addition to checking the boxes above, prepare your answers and practice before recording your responses.

Why Baxter?

Be prepared to confidently answer these "why" questions.

Why this specific role?

Why Baxter?

Why are you a perfect match for this position?



Follow the STAR principle

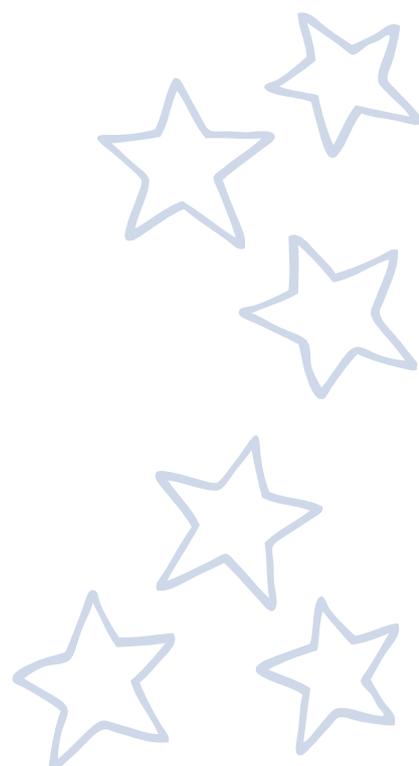
Think of good examples to demonstrate your skills and describe your achievements. The STAR principle is a useful method for structuring your examples (Situation – Task – Action – Result).

Situation:

Task:

Action:

Result:



Tips & Advice

Provide clear answers to questions. If you are not sure what you're being asked, clarify the question.



Take time to self-reflect and be authentic. We are interested in getting to know the real you.



We encourage you to ask questions. An interview should be a two-way process; you are evaluating if Baxter is a good fit for you. Be curious.

Be honest. Don't be afraid to share examples of when things didn't go well. Just be sure to include what you have learned from it, and what you would do differently today.



Don't forget, no one knows you better than yourself, so don't be nervous and enjoy the meeting.



Anticipate Questions

Review the job description side-by-side with your resume. Consider what questions the interviewer might ask you, and write your responses to those questions.



Just remember...



...you have been invited to interview for a reason. Be prepared, but don't be nervous.

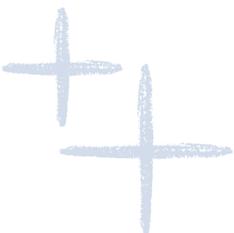
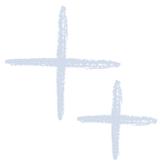
We think your profile has the potential to be a great fit for the role and we are excited to get to know you better.

Take a deep breath, and stay calm. You've got this!



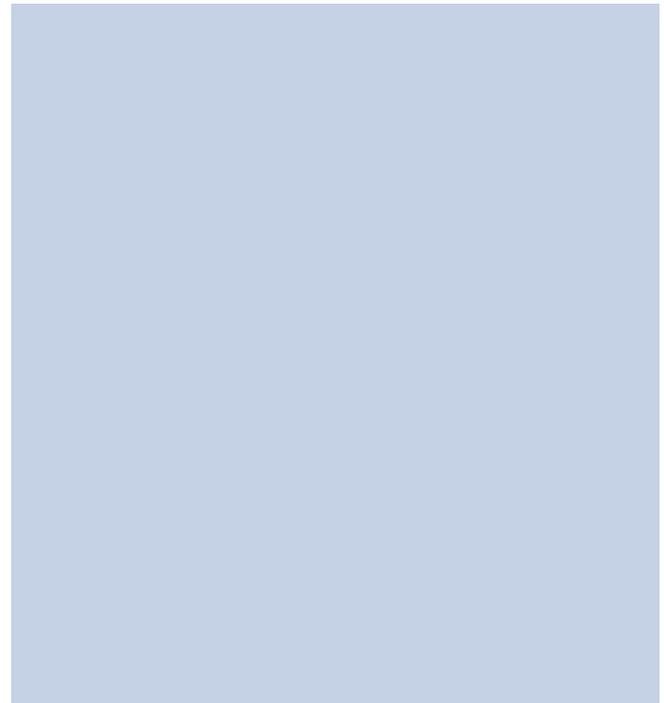
Notes

During the interview, you may want to write down questions as the interviewer is speaking, that you'll ask at the end of your meeting. After the interview, your notes might help you remember the new information you've received and assist you as you evaluate the job opportunity.



Reflecting on the interview

Think about which topics came up, what questions you have been asked and how you felt during the interview. Making a pro and con list helps structure your thoughts and impressions. Assess what you have heard and learned about the career opportunity.



Be sure to share your feedback and insights with your TA contact soon after the interview.

They can align with the hiring manager and coordinate next steps. You can also use this as an opportunity to ask unanswered questions and say thank you.

Any more questions? Visit jobs.baxter.com/how-to-apply

There, you'll find the answers to recently asked questions about applying to Baxter and our recruitment process.



Baxter

Good luck!
You've got this.



This is where your work makes an impact.