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Interviewed Feb 2011 in Cambridge, MA (took 1 week) Overall it was a great experience to interview with Monitor Group. People were very nice, polite, and very relaxed, to the point where sometimes it felt like an informal conversation. Monitor really will test how good you can take feedback, and if you can improve upon the feedback received from first round. **FIRST ROUND.** 1 hour long. It starts with 15 minutes of going through 2-3 pages of text, and about 5-6 slides in a laminated booklet, and attempt to answer 3-4 questions. After the 15 min are up the interviewer comes in and asks you to walk him/her through your answers to the questions. After the initial 15 minutes I had just finished reading the booklet and started answering the first question, so I got kinda nervous since I did not have good answers to the other questions. First questions is quant, and the other ones are qual. Try to **STRUCTURE** your approach to every question and be open about the information you are missing and what you would need to answer the question, then the interviewer can help you answer them. The name of the game here is " **LET**" S SEE HOW YOU THINK (how structured you are), **AND WALK ME THROUGH YOUR THOUGHT PROCESS** (communication skills, clear, concise). Last 15-20 min of fit/behavioral interview. After a few days I was contacted for a final interview at their HQ. **FINAL ROUND.** Group presentation. About 3 hours long. The name of this game is **COOPERATION** and **TEAM WORK**. Get to know the candidates before the interview starts. Give tips, be willing to receive tips. First 30 min everybody gets same laminated booklet of about 16 pages, with a a mix of text and charts (no questions yet). The next 30 minutes everybody gets 1-2 pages of a personalized section of the case, which also contains 3-4 questions that are exclusive to you. Take the time to read, understand, and prepare your

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presentation. Your section will probably be testing your weaknesses from the first round interview, so make sure you work on the feedback you get from the first round interviewer. After the first hour, everybody has 15 min to present and 3 min to prepare the board and for the team to read your section. Use the whole board, include the team on your analysis. BE A GOOD LEADER. YOU OWN YOUR 15 MIN. DON'T OVERPOWER THE CONVERSATION, BUT DON'T LET OTHERS DOMINATE YOUR PRESENTATION. Last 30 min spent on a one-on-one behavioral/feedback interview/session with a consultant. Got offer a few days later. Make sure you go through the case example Monitor has on its site. Know SPECIFICALLY why you want to work with Monitor and not other consulting firm. Monitor is very unique, so it's not that hard to find differences, but make sure you do your homework. And network, network, network. What are the two things that you are more proud of on your resume? What has been the best experience, and why? Interviewed Feb 2011 in Cambridge, MA (took 3 weeks) I was initially contacted months ago, and asked if I was interested in coming in for an interview. The first interview occurred approximately three weeks ago. The first interview started with a case interview. I was given ~30 minutes to review a packet of information (text and charts, ~15 pages) and a series of questions about that information. Following that time period, the interviewer returned and asked me to give answers to the questions, explaining my thought process in detail. Some of the questions were quantitative in nature, others were more qualitative. This case interview was then followed up by a 1 on 1 "fit" interview. (e. g. " Why consulting?" " Why Monitor?" etc.) Approximately a week later, I was invited for a second interview and given detailed feedback from my first interview. The second interview was a group interview, with <https://assignbuster.com/hghjghjg/>

approximately five candidates. We each reviewed identical packets of material for 30 minutes. We were then each given an individual packet of material to review for another 30 minutes (each individual had a unique individual packet which was related to the group material). Each candidate was then given ~15 minutes to present their individual material and the questions they were given. They also presented their answers, but solicited feedback from the other members of the group. Cooperation and collaboration is the name of the game for this group interview, not competition! The group interview was then followed by a one-on-one interview with more "fit" style questions.