

Interview Tips

Preparing for the Interview

1. Behavior-based interviews

At DaVita, we might ask you behavior-based interview questions. What is behavior-based interviewing?

Behavioral interview questions seek concrete examples of your skills and experience. Instead of asking “what would you do?” we ask “what have you done?” By asking you about your past behavior, hiring managers try to get a sense of how you might respond in similar circumstances in the future.

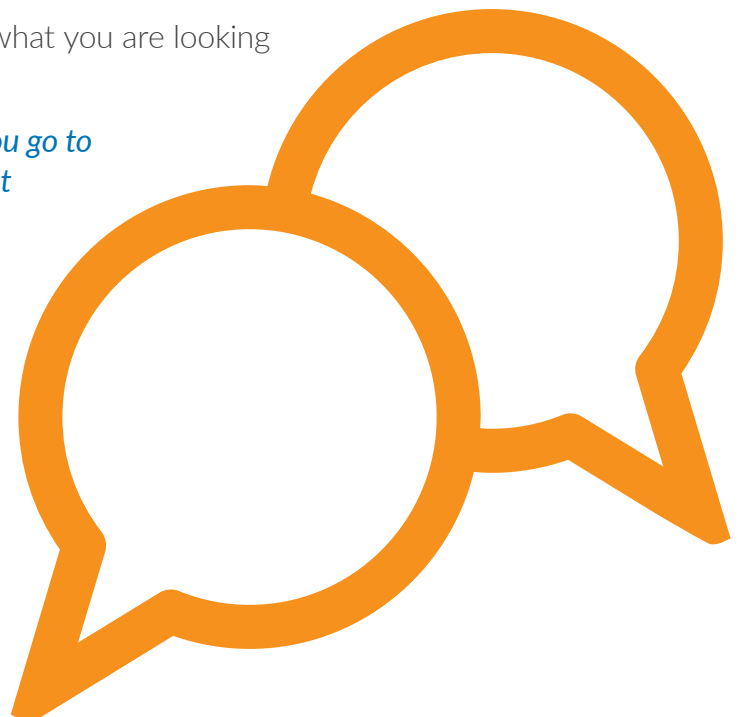
2. Highlight your strengths

When preparing for an interview think about skills and experiences you want to highlight. These can be examples from work, school, volunteer or personal life. Look at your resume and ask yourself: what are you proud of, what do you bring to the table, what you have done in your past that aligns with the role you are interested in?

3. Think about your career journey

Be ready to articulate what you are looking for in your next role.

Recruiter Tip: “Before you go to an interview, think about the story of your career journey. How did you get to where you are, and why is this job the logical next step for you?”



4. What is SITCAFF?

We use a lot of acronyms and jargon that you may not have heard before. When interviewing, don't be shy to ask one of our teammates (that's what we call our employees) what they mean.

p.s. SITCAFF is an acronym for our Core Values of Service Excellence, Integrity, Team, Continuous Improvement, Accountability, Fulfillment and Fun!

5. Practice with a friend

Conduct a mock interview with a friend to practice your answers out loud. This will allow them to ask you follow up or probing questions to prepare for the real thing.

6. Conduct some research

Before going into the interview, gather some information on DaVita to help you further assess what it's going to be like to work within the organization. Our career website, social media channels and DaVita Stories blog is a great place to start.

Recruiter Tip: "We find it inspiring when potential teammates have read about our Core Values and can share a story about which one really speaks to them."

Day of: What to Bring/Wear

1. Arrive early

Arrive approximately 10-15 minutes early so you have extra time to get settled in before your interview. You can use the time to review your notes and the job description one last time before meeting with your interviewers.

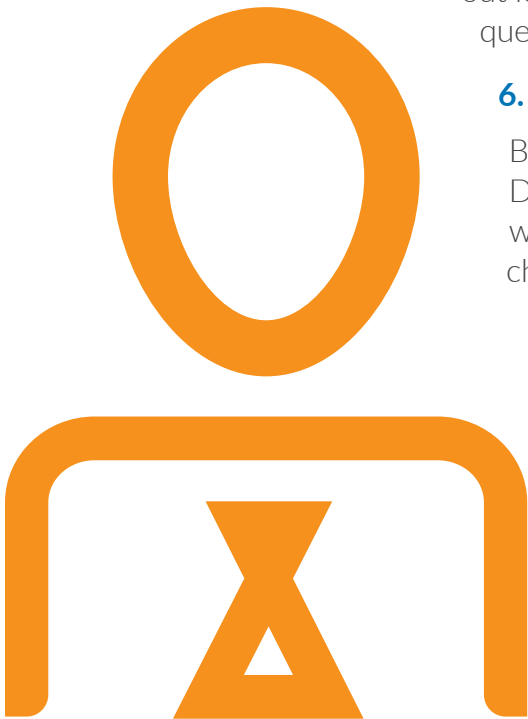
2. Bring a few copies of your resume

It's possible you may meet with more than one person during your interview. You can also ask your recruiter the names of the people you will be interviewing with.

Recruiter Tip: "Show your resume to at least one person before our interview and ask them: 'If you didn't know me, what would your first impression be of me just from this information?'"

3. What to wear

Dress business professional to business casual or wear scrubs if you're interviewing for a nursing role. Whichever is most appropriate for the job you are applying to.



During the Interview: Putting your Best Foot Forward



1. Silence is okay!

If you need time to collect your thoughts, it's ok—be comfortable with the silence. If you're unable to answer a question right away, jot it down and ask if you can come back to it.

Recruiter Tip: "Silence is Golden. If you are asked a tough question, don't be afraid of the silence. Take the time to think about what you want to say. We aren't afraid of silence, and you shouldn't be either."

2. Remember to smile!

Even if it is just a phone interview. It may sound silly, but the sound of a smile comes through your voice.

3. Use the STAR response method

When talking about your experiences be sure to explain: the situation and the task that came out of it, the action you took to address the situation and what the effect of that action was. An easy way to remember this is the acronym STAR: Situation, Task, Action, Result.

4. Give me 5

We realize you won't know everything about the role you're interviewing for and this is your time to let the hiring manager or team fill in the gaps. Have a minimum of five thoughtful and relevant questions prepared to ask during your interview. Remember we want this to be a fit for you as well!

Recruiter Tip: "New Hires tell us culture is a top reason they joined DaVita. It may be helpful to ask questions about when our teammates knew DaVita was a different place to work, why they joined DaVita, or how that culture feels at the local level."

5. Hours and Shift

Many of our clinical roles have varying shift options. Ask your recruiter or hiring manager the hours for the role you are interviewing for.