



# Preparing for your Vertiv Interview

Let us set you up for success in your interview. Follow these tips to effectively highlight your strengths and make a lasting impression.

## The Behavioral Interview

Your future manager and other interviewers will assess your capabilities through a behavioral interview process focusing on having dialogue around Vertiv behaviors.

### How to Prepare for a Behavioral Interview

- Recall recent situations that show favorable behaviors or actions, especially involving course work, job experiences, leadership, teamwork, initiative, planning, and customer service.
- Prepare short descriptions of each situation; be ready to give details if asked.
- Be sure each example has a beginning, middle, and an end.
- Be ready to describe the situation, including the task at hand, your action, and the outcome or result.
- Be honest and specific. Don't generalize about several events; give a detailed account of one event.
- Vary your examples; don't take them all from one position or experience.
- Own your accomplishments. This is your opportunity to talk about your contributions and actions within a team setting.

## Preparing for your interview

The STAR Method helps you structure responses to behavioral questions by focusing on Situation, Task, Action, and Result. It's a proven way to deliver clear, impactful answers that highlight your skills and achievements.

**Situation** Set the scene. Describe a specific event or challenge you faced, providing enough context for the interviewer to understand. Focus on a real example from your work or relevant experience.

**Task** Explain your goal. What were you responsible for achieving in this situation?

**Action** Highlight your contribution. Detail the steps you took to address the challenge. Use "I" (not "we") to emphasize your individual role and decisions.

**Result** Share the outcome. What did you achieve? Quantify your success if possible, and mention any lessons learned or positive impacts.



## Vertiv Behaviors

Our behaviors are the cornerstone of our culture and guide what we look for in future talent. They define how we work and the values we uphold every day.

### Own it

Models accountability within the organization.

### Act like an owner

Leads innovative processes and solves problems.

### Act with urgency

Meets deadlines and keeps the team on track.

### Drives continuous improvement

Identifies and pushes for improvement opportunities.

### Foster a customer-first mindset

Goes out of their way to meet customer expectations.

### Lead by example

Motivates colleagues across departments to excel.

### Learn and seek out development

Pursues opportunities for professional growth.

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