Interview Tips & Tricks

As an intern, you’ll experience real-world challenges that go beyond what you can learn in the classroom. You’ll gain valuable knowledge that you can apply in the future, like learning about an industry, building a network, or working in a team environment. And an internship can help you get an edge in the job market.

Most internships occur during the summer, beginning in June. There are also occasionally opportunities in the spring and fall.

Applying for a position

Fidelity offers competitive compensation and benefits. All internships are paid.

Applications are generally not reviewed on a rolling basis. Despite the confirmation email you receive after applying, it may be a few weeks before you hear from us.

A recruiter reviews every application submitted. If we are interested in your application, our recruiters will reach out to you via the email you provided in your application.

Because our positions are highly sought after and competitive, students are encouraged to apply to all the roles that meet their interests and qualifications.

While you are free to reach out to people at Fidelity during your job search, informational calls with a recruiter or associate are not required and do not enhance your candidacy.

The hiring process, while it varies, will typically include at least two rounds of interviews.
How to prepare

**TIP #1**
Most interviews at Fidelity are behavioral-based. This means our recruiters and hiring managers will ask about specific professional situations you’ve been in and your accomplishments.

**TIP #2**
Come prepared to market yourself—instead of just listing your strengths, be able to describe what you have accomplished as a result of those strengths. Cite specific examples.

**TIP #3**
Familiarize yourself with your resume and the description of the job you’re interviewing for. Think about how your background applies to the opportunity.

**TIP #4**
Be prepared to cite examples of your key professional accomplishments or related academic work.

**TIP #5**
Prepare a list of job- and company-related questions that you can ask during your interview.

**TIP #6**
Read about Fidelity’s culture and history, and see what’s happening in the financial industry by checking out the *Financial Times*, the *Economist*, and the *Wall Street Journal*.

**TIP #7**
Research asset management and investing. Some key words to be familiar with are equity investing, fixed-income investing, high-income investing, asset allocation, buy side vs. sell side, and active vs. passive management.
**After it’s over**

Send your interviewer a thank you note, and use it as an opportunity to follow up on any questions you may not have answered fully in the moment or want to elaborate on.

Recruiters will do their best to keep you updated throughout the process. If you haven’t heard from them, you’re still under consideration but a decision has yet to be reached.

We will provide candid feedback following in-person interviews, whether or not you are selected for the job.

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**Arrive Early**
Make sure you have plenty of time to get to the interview location so you can focus and get settled.

**Dress Smart**
Dress in business/professional attire. Women: wear a conservative dress, suit, or a blouse and pants. Men: wear a suit or a coat and tie.

**Set the Tone**
If your interview is in person, stand and greet your interviewer when he or she arrives. Use your handshake to set the tone for your interview, and do so with confidence.

**Take Notes**
Feel free to take notes during your interview. It shows that you’re engaged and can help you organize your thoughts.

**Ask Questions**
There will be time at the end of each session for you to ask questions. Come up with thoughtful questions that show you were listening and interested in the conversation.

**Be Honest**
It’s okay to say that you don’t know the answer to a question. Be honest and, if appropriate, ask your interviewer to clarify.