
Your Interview at Morning Consult



Thank you for your interest in a career with Morning Consult! We're looking forward to getting to know more about you. This guide is meant to provide an overview of the interview process and what to expect.

WHO WE ARE

Morning Consult is a global decision intelligence company changing how modern leaders make smarter, faster, better decisions. The company pairs its proprietary high-frequency data with applied artificial intelligence to better inform decisions on what people think and how they will act. Learn more at morningconsult.com.

OUR VALUES



Meet Rigor with Speed: We seek to provide the most accurate picture of the world for our clients and continuously improve our ability to share knowledge quickly



Engage Hard Problems with Urgency and Focus: We set clear priorities, make consistent progress, and believe people learn and grow fastest when they are adapting to challenging work



Build Bigger than Ourselves: We are selfless (low-ego) architects building and scaling our business for the long term



Be Candid and Trust Each Other to Deliver: People share their intentions and lead as opposed to asking for permission and waiting for instructions

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HIRING MANAGER INTERVIEW

This interview is done via Zoom and generally lasts about 45 minutes. Please come prepared to discuss your career goals and motivations, as well as your strengths and growth areas. The interview will conclude with time at the end to answer questions you may have.

PANEL INTERVIEWS

Our team Zoom interviews are generally broken into three or four 45-minute to hour-long sessions with teammates and peers from other teams who you'll work and interact with on a regular basis. We think it's important to provide you with the opportunity to speak with people you'll be working closely with, as well as with individuals outside of your core department. Each session will focus on specific skills and attributes that are needed to be successful in the role.

Panel Interviews are rooted in behavioral-based questions, but with more specific areas of focus relevant to each given role. These interviews might also focus on technical skills that are required of the role through case studies or other analytical exercises - if you completed a take-home exercise, you should come prepared to discuss your work.

For these interviews, we recommend that candidates respond using the STAR method. The STAR method is a structured manner of responding to a behavioral-based interview question by discussing the specific **S**ituation, **T**ask, **A**ction, and **R**esult of the experience you are describing.

EXAMPLE QUESTIONS

Here are some examples of behavioral-based questions:

- When did you take a risk, make a mistake, or fail? How did you respond, and how did you grow from that experience?
- Describe a time you took the lead on a project.
- What did you do when you needed to motivate a group of individuals or promote collaboration on a particular project?

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WHY BEHAVIORAL INTERVIEWS?

Behavioral interviews are an important aspect of eliminating bias from our hiring decisions. They are designed to create a consistent experience so that all candidates can be fairly evaluated based on the same set of criteria.

Get to know the team! Check out our [LinkedIn Life page](#) to get a glimpse of what it's like to work at Morning Consult.

A PARTING WORD...

We know that interviewing is time consuming and sometimes stressful. We appreciate the time you're investing into exploring this opportunity and are excited to learn about your experience and the unique perspective you would bring to Morning Consult.

Please reach out to the Talent Coordinator or Recruiter with any questions throughout the process. Thank you again for your interest in our company!