

Mini-Series: Own Your Selection Process

Episode 7:
CASE STUDIES



In this episode we will be focusing on...



01

CASE STUDIES:
What are they?

02

CASE STUDIES:
What
competencies do
they assess?

03

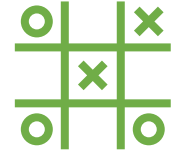
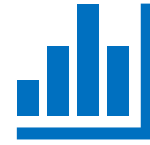
CASE STUDIES:
How to prepare?



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CASE STUDIES: What are they?



Employers use case studies to assess your ability to solve problems. They are intended to assess your ability to absorb and analyse information, make logical decisions, argue your point and provide strategic & innovative recommendations.

- They test your skills and abilities in many ways and serve as a fair and very insightful way to see a candidate “in action”.
- They are designed to evaluate how you process and analyse data, react and solve unforeseen problems and in some cases, how you work within a team dynamic to solve the problem.
- You could be tasked with an individual or a group case study.
- Remember: Your approach and strategy is what’s being tested, not your knowledge on the topic.



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CASE STUDIES: What Competencies Do They Assess?

Quantitative & Analytical

Problem-Solving

Communication &
Listening

Creativity & Innovation

Flexibility

Ability to think quickly
under pressure

Business Acumen

Interpersonal Skill &
Professional Demeanor

Synthesis of findings &
Power of persuasion



CASE STUDIES: How to Prepare Before?



Practice - Online resources (company website) and books [*Case in Point* – Marc P. Casentino].



Well Rested & Alert



CASE STUDIES: How to Approach them?



Listen carefully to the question - paraphrase if necessary.



Take a minute to think before talking.



Ask clarifying questions.



Logical frameworks & examples.



Conclusion - tangible action & justification vs JUST theory.



Think outside of the box.



Don't forget the basics - Eye Contact, Confidence & Enthusiasm.



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