

A Crash Course on How to Fill SPIIMR PRE-INTERVIEW FORM

Congratulations on the SPJIMR call! SPJIMR is one of the most coveted B-Schools in the country and also has a unique selection process. To start off the process, SPJIMR requires you to fill in a fairly exhaustive form. The form will require a fair deal of introspection and atleast a couple of hours to complete.

It is suggested that you **do not** outright **lie** on the form – a fake persona is easily detected during the interview. Remember your current profile is good enough to fetch the call, why worry about ‘not being good enough for the college now?’

Once you are done answering the questions, it is suggested that you get the **form read by experienced mentors** to can help iron out any glaring errors/gaps in your responses.

Detailed hints and sample answers have been provided for each question on the SPJIMR form. Kindly read the entire document before you start writing your answers.

Q. Describe yourself as seen by your family, teachers, friends, colleagues & manager in 5 distinct statements: (max 30 words for each)

Overall Hints:

- Think in terms of positive adjectives that you will use to describe yourself. Come up with **2-3 themes** that reflect your personality (e.g. of themes : creative, leader, responsible, team player etc)
- It will help to actually speak to family, friends and colleagues to identify underlying themes
- Common traits like hardworking, punctuality, dedication are done to death. Use them sparingly, if you still want to use them.
- Write in the third person (say ‘He is extremely ...’ instead of ‘ I am ...’)
- Though you need not write it – think of **specific examples** where you demonstrated these traits. These may be helpful during the interview and ensures that you stay grounded in reality and not project a fantasy personality

Specific Hints:

Family: Use to project personal traits like friendliness, dependibility, responsible etc

Friends: Use to project personal traits and any quirk (optional)

Sample answer: XXX is fun loving, extremely loyal and the person to go to when you’re in need or have an emergency

Teachers: use to focus on your learning style and participation in the learning process (e.g. front bencher, always questioning, helping classmates, loves particular subjects, loves practicals. Involvement in extracurricular activities etc). Imagine how your favourite teacher would describe you and then write this part of the answer.

Colleagues: use to focus on your team membership skills. E.g demonstrates initiative, comes up with creative solutions etc.

Freshers can think in terms of project partners, people they interned with, co-organizers at college festivals, co-volunteers etc. Avoid skipping the part.

Manager: use to focus on your specific skill-set you bring to the job (e.g. technical expert, excited by challenges and deadlines, teamwork etc). Overlap with the answers from colleagues is quite possible. Freshers can answer from the perspective of project guides, managers at colleges festival/ NGO/ internship. Avoid skipping the part.

Q. Briefly describe any adversity faced by you on the personal front and how did you cope with it? (Max 150 words)

If you have lived a blessed life and never faced any adversity, try thinking of any other hardships you have faced. **Skipping the answer should be avoided** and used as a last resort.

Adversity themes: Financial troubles faced, relationship issues faced in the family, medical emergencies, handling death of close family members, a sudden reversal in family fortunes, overcoming any personal trauma etc.

The **focus** of the answer should be **on the coping mechanism** and not the description of the adversity. End the answer with how the current situation is after the redressal.

For working professionals: Question clearly asks for personal adversity – avoid mentioning workplace challenges faced (as far as possible)

Q. State some experiences of your formative years (up to 18 years of age) and explain how it helped to shape your personality. (Max 150 words)

Think of your typical day at school/home

Think of the general family atmosphere and values inculcated.

You need not focus on one theme. You can write 2-3 themes. E.g. surrounded by books, always involved in sports/ extra curriculums. Focus on discipline. Experience of living in a joint family etc

Sample Answer: My years spent in learning Karate taught me to stand strong and defend myself. The rigorous physical exercise inculcated strength and perseverance in me and my experience at various competitions taught me to be competitive yet fair. When I began learning the keyboard, I used to make a lot of mistakes and my hands and especially my fingers used to pain after every practice. Yet I would practice daily and after a few months, I finally tasted success when I played for my first mass in Church. These experiences have made me the determined person I am today.

Q. Can you describe a success that transformed some dimension of your personality? (Max 150 words)

Success can be academic, at extra curriculars (winning an event, competition, volunteering project, performance etc). Success is not necessarily winning an event / award.

Focus on the process and the lessons learnt and not only the end result. Elaborate on the lessons learnt and impact on personality/ character.

Sample Answer: In school, Global yyy Concern approached us to raise funds. I initially volunteered thinking that I'd simply ask for money from my family. However, once I read up on the work that they did I was determined to raise as much money for them as I possibly could. For the following months I pestered my mother every Saturday to help me make food which I could then sell the next day after mass. I also xxxxxxxxxxxxxx. All these efforts ensured that I was one of the students who had made the maximum collection in school and I was given a medal and certificate for this.

This success taught me to be innovative and enterprising but most of all it taught me the value of giving back to society.

Q. Were you a part of any team, which did not achieve its desired goals? Yes/No. What were your learnings from the experience?

Hints: It is perfectly okay to describe an experience where you did not meet the desired goals. Sometimes, failure teaches you more than success can. The focus is not on the event but on the learnings.

Please use the **'STAR' approach**

S: Describe the situation (a little background context)

T: Describe the task at hand (what were you supposed to do)

A: Action taken

R: Results (success /failure)

In the second part, you can **focus on the learnings.**

Sample Answer: With the zeal to make a difference in the world, I, together with some friends and colleagues volunteered to teach in a low income teach for India classroom in Malad. Our aim was to increase the literacy and numeracy levels of 30 kids by one level (measured using standardised assessments) in a span of three months. We conducted bi-weekly sessions with the students based on their school syllabus. We did this through various activities like reading, playing word games, etc.

Much to our surprise at the end of three months, most students had not achieved the desired levels. Upon reflection, we realised our fallacies at multiple levels. While our intent was very noble, it should have been backed by a very solid plan of action. We realised that our teaching was not always equal to them learning. As a team, the co-ordination and session planning had a few gaps and somewhere we lost sight of the end objective. We could have done a lot of research about the exact issue at hand, the best approach to solve the issue at hand and used a lot of innovative method.

This was a very important lesson for us in aspects of team planning and social volunteering.

Q. Describe a situation in which you believed a certain approach was morally right, but your point of view was in conflict with other viewpoints. How did you handle this ethical dilemma? (Max 150 words)

Again, not answering the question is not the desired solution. Think about situations where you were tempted to have an easy but ethically dubious way out.

Some examples:

- Involvement in some kind of cashback / bribes
- Not disclosing material information in relationships/ business to win sales
- Helping friends cheat /win
- Partial judgements during college committee selections (e.g. selecting your best friend as a Vice President at expense of a more deserving candidate etc)

Focus on the pros and cons of each alternative action possible and the final action undertaken. As far as possible, **avoid mentioning incidents where you have undertaken the unethical route.**

To know more about IMS's GDPI program, click [here](#) . We shall have SPJIMR specific group interview sessions to help you put the best foot forward during the Group Interview stage.

Wishing you the best for your SPJIMR call.

Regards,
IMS Team

Disclaimer: The intent of this document is to mentor students for B-School selection process. The document is advisory in nature and IMS cannot be held responsible for any actions undertaken basis the advice contained herewith