

## INTERNATIONAL PEER ADVISOR EDITION

### Interview Tip:

#### Behavioral Interview Prompts

Employers often ask questions about how you responded to specific situations. For example:

- Tell me about a time when you experienced a conflict while working on a team.
- Describe a time when you had to work well under pressure.
- Give me an example of a time when you showed initiative and took the lead.
- Tell me about a time when you made a mistake, and how you handled it.

#### S.T.A.R. Method

You can use STAR as a framework to structure your response to behavioral interview questions.

- Describe the context and background for a **situation** that's relevant to the question.
- Explain the **task** that needed to be completed. What was the goal?
- Outline specific **actions** you took. How did you exhibit transferable skills?
- Share the **results** of your actions. What was the outcome? What did you learn?

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# MARKET YOUR EXPERIENCE

### LET'S TALK ABOUT YOUR EXPERIENCE AS AN INTERNATIONAL PEER ADVISOR

International Peer Advisors (IPAs) help incoming international students to adjust to life at Rollins. They assist the Office of International Student and Scholar Services (OISSS) with orientation events and sessions. The focus of their work is building community within their orientation group and with other groups through team building and ice breaker activities, making connections to Rollins resources and opportunities, and serving as a mentor. As an IPA, you have received extensive training and developed many professional skills that are relevant to any profession. Use this guide to articulate your skills on resumes, cover letters and in interviews.

#### TRANSFERABLE SKILLS

**Cross-Cultural Competency** You help create an inclusive environment free from prejudice and discrimination by honoring and appropriately navigating the new students' cultural backgrounds. This skill is highly valuable as companies recognize the increasing diversity of their stakeholders.

**Communication** Communication between IPAs and with the OISSS staff is essential for the success of the IPA program. Using your diplomatic and positive communication skills to solve problems will be just as necessary in the work environment.

**Collaboration/Teamwork** IPAs collaborate with each other, the OISSS, as well as with groups of new international students. Employers consider collaboration between co-workers, offices, and other organizations essential to success.

**Leadership** You step out of your comfort zone and model ethical leadership as you facilitate community development. Additionally, being an IPA demonstrates intrinsic self-motivation as this is a volunteer position. Employers constantly search for employees who embody dedication and leadership.

**Responsibility** You ensure safety of your orientation groups, encourage accountability while modeling appropriate behavior, and strive to uphold the expectations for the new student experience. Employers value responsible behavior in the workplace.

#### SAMPLE RESUME ACTION STATEMENTS

- Fostered individualized relationships with # new international students, assessing needs and recommending appropriate resources
- Created intercultural programming to help new students learn about Rollins and each other, establishing a positive, welcoming, and inclusive environment
- Formally mentored a group of 10-12 new international students over a one-year period in order to cultivate future Rollins College leaders
- Encouraged dialogue and mediated conflict between diverse populations of students
- Collaborated with the Office of International Student and Scholar Services, providing feedback and identifying opportunities and gaps in order to ensure new students' needs were met
- Communicated college policies, local and national laws, and modeled appropriate behavior for new international students
- Addressed student needs and encouraged involvement among new students in ways that supported the college mission
- Promoted interaction and facilitated construction of social networks between the broader Central Florida community and the orientation group I led

\*\*Because each student's experience is different, use this as a general guide to help you articulate your unique experience.