





We are happy you agreed to interview for a new career opportunity with General Motors, and are interested in helping lead the change that will make our world better, safer and more equitable for all.

Whether you are a current employee or new to General Motors, this toolkit provides helpful information to use when preparing for your interview. GM's Values, Behaviors, and Competencies offer insight about the company. You might also find the additional information about the interview process useful. Please check out the GM Resources links for even more information about General Motors.

Please contact your recruiter if you have any questions before the interview. Also talk to your recruiter if you need special accommodation for the interview or send an email to Careers.Accommodations@GM.com.

GM Values, Behaviors and Competencies



These are the leadership factors that define success and are used to evaluate talent at General Motors. The questions asked in your interview help us to understand how you uphold these values, behaviors and competencies.

GM VALUES

CUSTOMERS

We put the customer at the center of everything we do. We listen intently to our customers' needs. Each interaction matters. Safety and quality are foundational commitments, never compromised.

EXCELLENCE

We act with integrity. We are driven by ingenuity and innovation. We have the courage to do and say what's difficult. Each of us takes accountability for results, drives for continued efficiencies and has the tenacity to win.

RELATIONSHIPS

Our success depends on our relationships inside and outside the company. We encourage diverse thinking and collaboration from the world to create great customer experiences.

SEEK TRUTH

We pursue facts, respectfully challenge assumptions, and clearly define objectives. When we disagree, we provide additional context and consider multiple perspectives.

GM BEHAVIORS



THINK CUSTOMER

I consider the customers' needs in all that I do



BE BOLD

I respectfully speak up, exchange feedback and boldly share ideas without fear



INNOVATE NOW

I see things not as they are, but as they could be



ONE TEAM

I collaborate cross-functionally to achieve enterprise-wide results



IT'S ON ME

I take accountability for safety and my own actions, behaviors and results



LOOK AHEAD

I make decisions now with the long-term view in mind and I anticipate what lies ahead



WIN WITH INTEGRITY

I have a relentless desire to win and do it with integrity



BE INCLUSIVE

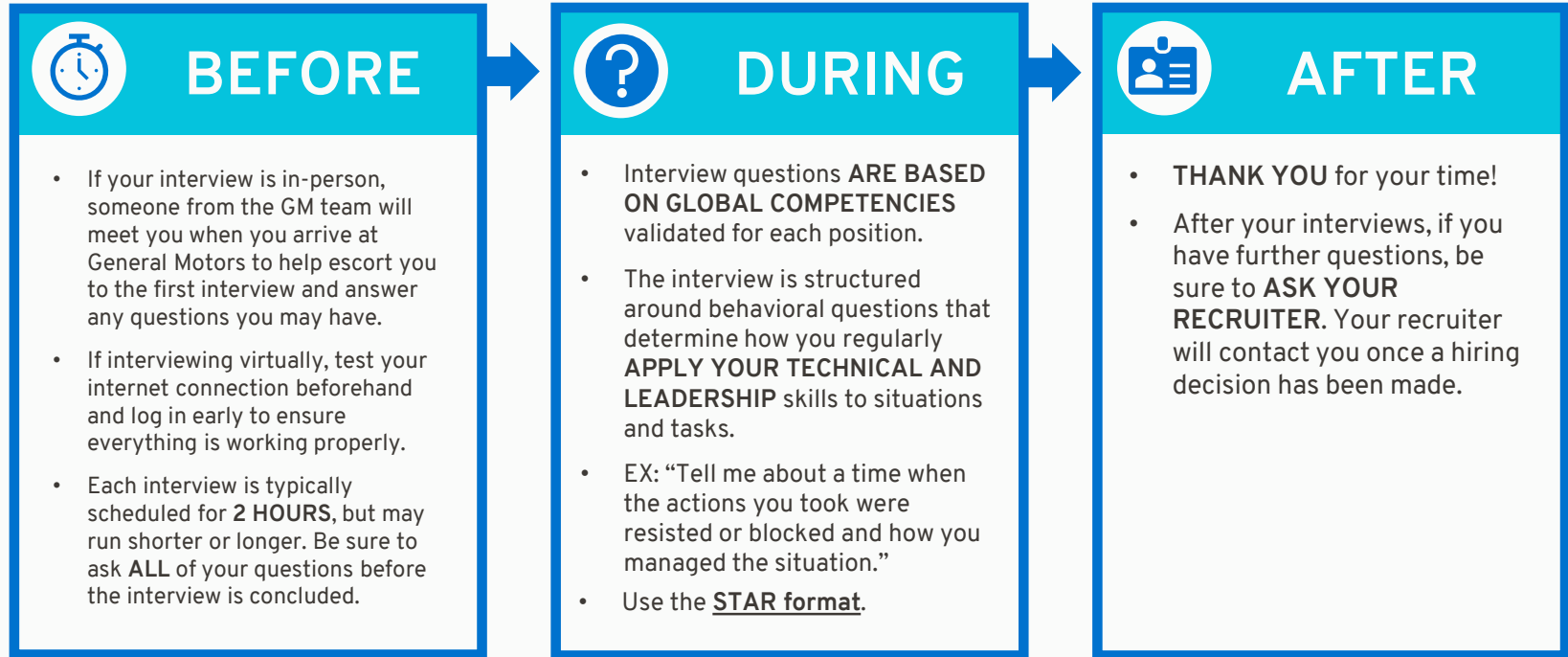
I create moments that value backgrounds, opinions and ideas different than my own

GM COMPETENCIES

- Customer Focus
- Safety Conscious
- Innovates
- Champions Change
- Connects the Group to the Outside World
- Develops Strategic Perspective
- Establishes Stretch Goals
- Practices Self-Development
- Develops Others
- Collaboration and Teamwork
- Builds Relationships
- Inspires and Motivates Others to High Performance
- Communicates Powerfully and Prolifically
- Takes Initiative
- Technical & Professional Expertise
- Solves Problems and Analyzes Issues
- Displays High Integrity and Honesty
- Drives for Results



The Interview Process





The STAR Interview Structure

SITUATION or TASK

Briefly describe a specific **SITUATION** when you were responsible for completing a defined **TASK**. Do not generalize the description. Provide the interviewer enough detail to create the context for the situation or event. You can use an example from your current job, a previous job, a volunteer experience, or any relevant situation.

ACTION You Took

Talk about the key **ACTION** you took and be sure to keep the focus on you. Even if you are discussing a group project or effort, describe what you did – not the efforts of the team. How did you approach the situation or task? What did you do to solve it?
Give specific action steps.
Explain your thought process.
Why did you select a certain approach? Be sure to explain your rationale and any alternatives you considered.

RESULTS You Achieved

A strong interview always concludes with your **RESULTS**.

- What happened?
- How did the event end?
- What did you accomplish?
- What was the impact?



Interview Tips

1

KNOW THE JOB

Understand the job description and where the job fits in the organization

3

REFLECT ON YOUR RESPONSES

Current strengths and skills, career goals, why you are a great fit, and know your résumé!

2

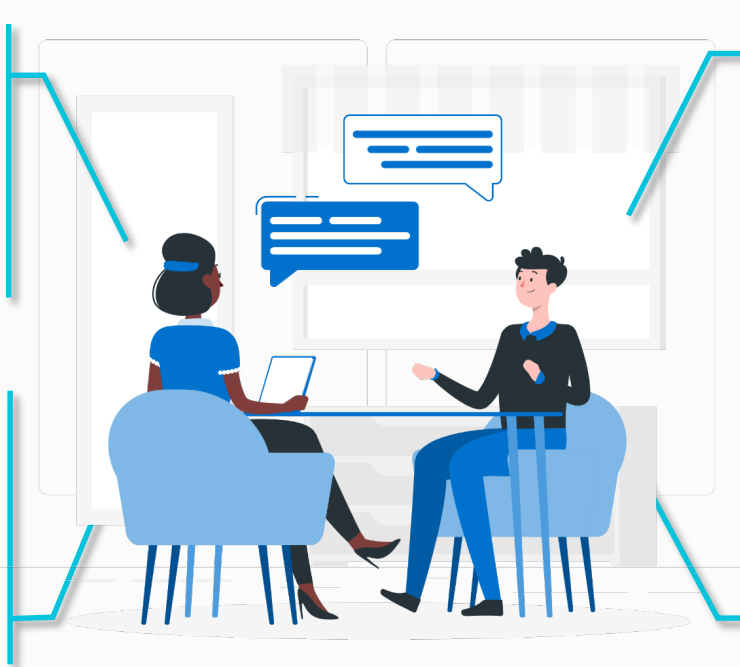
PREP FOR THE CONVERSATION

Review STAR format, anticipate questions, and prepare questions for the team

4

PRACTICE!

Ask a peer, friend, or family member to rehearse with you and provide feedback





Best Practices for Your Interview

We encourage you to:

- Evaluate yourself and practice ahead of time
- Be alert, friendly, courteous, honest and confident
- Be yourself and upbeat
- Send a “Thank You” email (within 24 hours)
- Be patient when waiting for a hiring decision to be made
- If interviewing virtually, ensure you have a stable internet connection and quiet space

Please don't:

- Arrive unprepared
- Slouch in the chair
- Chew gum
- Complain about previous roles or former co-workers
- Talk about salary or level

Interviewing for Skilled Trades? Wear clean clothes like nice jeans, a pressed shirt and dress shoes.
Interviewing elsewhere? Business professional attire is recommended.



Helpful GM Resources



Leadership



Autonomous



Sustainability



Inclusion



Electrification



Community



Good luck!