



## Interview Preparation Guide

We're excited about your interest in joining our team. This guide is designed to help you feel confident and prepared as you move through the interview stages.

At Kia, we believe interviews are a two-way conversation—an opportunity for us to get to know you and for you to learn more about our culture, values, and vision for the future.

Our goal is to make your experience as simple and enjoyable as possible. Below, you'll find practical tips, insights into our process, and advice on how to showcase your strengths.

### 1. Understand Kia's Culture and Values

At Kia, we value **innovation, collaboration, and customer focus**. We look for individuals who demonstrate ambition, optimism, and adaptability—qualities that drive success here.

***Tip:** Prepare examples from your experience that highlight these traits. Show how your mindset and approach align with Kia's values and how you can contribute to our vision.*

### 2. Research and Reflect

- Review Kia's latest initiatives and market position.
- Prepare thoughtful questions for the interview—to show your curiosity and interest.

### 3. Know the Interview Structure

Our interviews typically consist of 3 key components—in other words, the types of conversations you should be prepared for throughout the process:

- **Component 1:** Technical and role-specific questions
- **Component 2:** Competency-based questions and likely a case study presentation
- **Component 3:** Cultural fit and motivation

### 4. Anticipate And Ask Key Questions

Each component focuses on different aspects—early conversations emphasize experience and technical skills, while later ones explore competencies, cultural fit, and motivation.

**Remember: interviews at Kia are a two-way conversation.** We want to learn about you, and we also want you to feel informed and confident about joining our team. We welcome

your questions—whether prepared in advance or spontaneous—and will ensure time during the interview to address what matters most to you.

Here are examples of questions you may encounter:

- “What motivates you to join Kia?”
- “Tell us about a time you adapted quickly to change.”
- “How do you prioritize tasks when deadlines are tight?”

**Tip:** Consider asking a few questions about our culture, team dynamics, or any business topics. Your curiosity shows engagement and helps you make the most of the conversation.

## 5. Prepare Your Stories

- Use the **STAR method** (Situation, Task, Action, Result) to structure your answers.
- Our **Kia values and behaviors** are an excellent reference to help you prepare for potential themes, such as how to handle challenges or collaborate in diverse, multi-cultural teams.

## 6. Practical Tips

- Make yourself comfortable: Choose a quiet space and dress professionally.
- Check your tech setup: For online interviews, test your connection in advance.
- Arrive early: Log in a few minutes before the scheduled time.

## 7. After the Interview

- If you have any remaining questions, feel free to reach out to your contact person. We’re here to support you throughout the process.

Thank you for taking the time to prepare. Interviews are a great opportunity for both sides to learn and for you to share your experiences while exploring the role and team.

Use this guide to feel confident and ready to showcase your strengths. We look forward to getting to know you and hearing your story. Good luck!