# Interview Preparation Guide

Updated March 2025





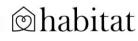
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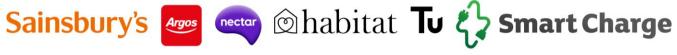
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### **Our Purpose And Priorities**

Offering delicious, great quality food at competitive prices has been at the heart of what we do since our first store opened in 1869. And, today, inspiring and delighting our customers with tasty food remains our priority.

Our focus on great value food and convenient shopping, whether in-store or online is supported by our brands – Argos, Nectar, Habitat, Tu, Sainsbury's Bank and Smart Charge.

With an updated purpose – making good food joyful, accessible and affordable for everyone, every day – our strategy focuses on four key outcomes:

- First choice for food
- Loyalty everyone loves
- More Argos, more often
- Save and invest to win



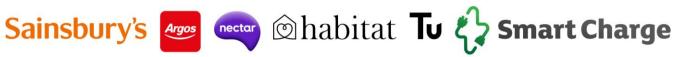
Click here to read more about our strategy











### **Interview and Assessments Overview**

At Sainsbury's, *Individual Contributors* are assessed using a combination of competency and behavioural based questions focused on our Valued Behaviours. *People Managers* are assessed against our Leadership Performance Expectations to ensure candidates demonstrate Next Level Leadership. This is so we can assess all candidates fairly and consistently.

### **Individual Contributors and ALL ROLES in Sainsbury's Bank**

If you are applying for an individual contributor role (i.e. a role with NO line management responsibilities), you will be interviewed against our **Valued Behaviours** (see slide 5). You will be asked a set of competency-based questions aligned to these behaviours and asked how you would respond to hypothetical scenarios. During the interview, you will also be asked a role specific technical question. You can expect to be asked two questions per each Valued Behaviour.

### **People Managers (excluding Sainsbury's Bank)**

If you are applying for a People Manager position (i.e. a role which has line management responsibility), you will be interviewed against our **Leadership Performance Expectations** (see slide 6). You will be asked a set of competency based questions aligned to these expectations and asked how you would respond to hypothetical scenarios. During the interview, you will also be asked a role specific technical question. You can expect to be asked two questions per each Leadership Performance Expectation. *Depending on your grade there might be more than one interview.* 









### **Our 'Valued Behaviours'**

Our 'Valued Behaviours' reflect how all our colleagues need to show up each day for us to deliver against our purpose and priorities. We call them 'Valued Behaviours' as they're focused on the actions we all need to take, and to highlight that we're each responsible for making a difference for our customers and colleagues. The Valued Behaviours are a common DNA that everyone should live by.



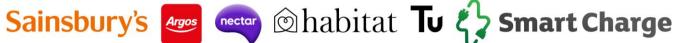












## **Leadership Performance Expectations**

Our **Leadership Performance Expectations** are the building blocks for Next Level Leaders.

### **Leadership Performance Expectations**

A Next Level Leader

is consistently ambitious, driving all four of these expectations, all the time

#### **Obsessed with the customer**

Next Level Leaders are the champion for customers You must:

- Use data and insight to understand customer needs and solve customer problems
- Use our Purpose to support decision making everyday
- Role model living our customer commitments and guide teams to do the same

\*(Customer: anyone who buys, or could buy, our products)

**Obsessed with performance** 

Next Level Leaders move mountains to deliver results that matter

#### You must:

- Know and be accountable for your part to play, delivering it brilliantly
- Align team goals and ruthlessly prioritise resources to deliver the 8 commitments
  - Assign clear A's, hold people accountable (in your team and out) and act on performance both good and bad

\*(Performance: our ability to deliver efficiently & profitably on our Next Level Sainsbury's plan)

### Lead beyond boundaries

Next Level Leaders connect the dots across the business and the market

#### You must:

- Actively share and seek to understand the big picture, both internal and external
- Story tell Next Level Sainsbury's to drive end-to-end thinking
- Build productive partnerships inside and outside our organisation

\*(Boundaries: not only inside, but also outside the organisation)

#### **Lead fearless teams**

Next Level Leaders unleash courageous teams that outperform expectations

#### You must:

- Create the environment for diverse perspective and challenge, where we are always looking to raise the bar
- Grow everyone around you (up, down & across) through adult-to-adult feedback and coaching
- Know yourself (strengths, weaknesses & impact on others) and continuously develop

\*(Team: two or more people coming together to deliver something)











# **Interview Preparation Tips**

Here are some things you may wish to consider when preparing for your interview with us:

#### **Research our brand**

Check out the corporate and careers sites, social media and even the news. Learn about our history, values and reputation – this will help to quide your answers and to reflect your interest and industry knowledge. You'll find some useful links at the end of this quide.

#### For Individual Contributors think about our Valued Behaviours

Think about situations you've been in that demonstrate positive behaviours, especially involving work experience, team effort, leadership, initiative and service delivery.

#### For People Managers think about our **Leadership Performance Expectations**

Think about situations when you have championed the customer, moved mountains to deliver results, connected the dots across the business and markets and led fearless teams, which have outperformed expectations.

#### Follow the STAR method and be prepared

Create short descriptions for each situation and be prepared to share specific details following STAR method – be specific about events and avoid generalising. Be confident in your responses. Avoid embellishing upon or omitting any important parts of the story.

#### Think of different examples

Think about all your skills and previous experience. This will help you to provide various examples and try not to recount the same situation over multiple questions.

#### Re-read your CV

Make sure you can talk confidently about your career and experience as the hiring manager might want to discuss some of the things on it in more detail with you.





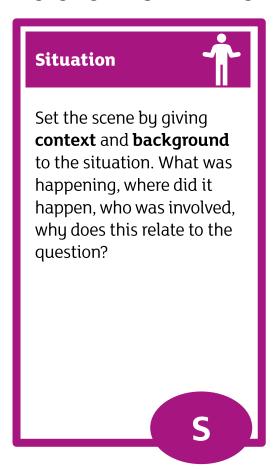




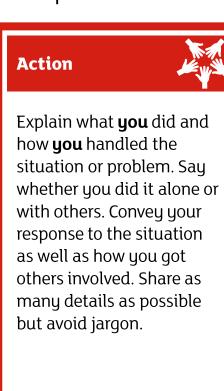


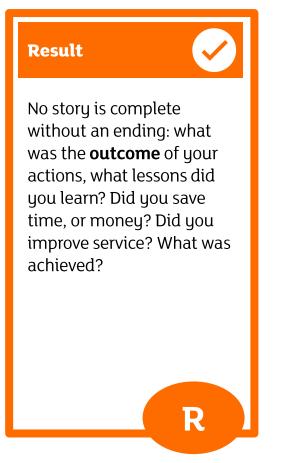
# **Using The STAR Method**

For the competency-based interview questions, we recommend using the **STAR** method. This approach creates a simple, engaging story that brings out all the relevant details in your example. Here's what each part means:





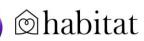














Sainsbury's habitat Tu 🛟 Smart Charge

# **Hints & Tips**



#### Give yourself enough time to log on or get to your location

We use Microsoft Teams to hold our virtual interviews, so make sure your device can access this before your interview. If you're interviewing at one of our business locations, make sure you know where you're going and plan your travel.



#### Turn up ready

This means being practiced and well prepared. Trust us, you'll feel confident and more at ease if you do.



#### Take your time

Breathe. Relax. Listen to the questions you're asked and then take a few moments to think about what you want to say or what example you're going to use. Try to answer the questions fully and don't be afraid to ask for clarification.



#### And finally, be yourself

This is the big one. We want to meet the real you! And we really want you to do well.



#### What support is available for applicants with a disability/long-term health condition?

We want to be a truly inclusive employer, where every colleague can fulfil their potential. So, if you need support, please get in touch with your recruiter.

### What happens next



#### After the interview

We'll get back to you as soon as we can, to let you know how it went and what happens next.



### Final stage assessment

You might be invited for a second interview or a further assessment stage. This tends to be for corporate roles and could include an exercise like a presentation or a case study.



#### **Decision time!**

Our recruitment team, or the store you've applied to, will quickly let you know the outcome. If you've been successful.

### **Useful Information**

You can learn more about us by exploring the links below:

