

Case Interview Tips— 2021 Recruitment Cycle

There are a few key things to keep in mind as you prepare for your Bridgespan case interview...

Bridgespan clients are in the social sector and mission-driven. Keep this in mind as you structure your analyses and develop hypotheses.

Think of the case interview as a conversation. Engage your interviewer to uncover relevant data and information that will help you answer the case question.

Your interviewer expects you to take time to collect your thoughts before speaking. What will feel like an eternity to you will be only a few moments to your interviewer, so take as much time as you need.

Case interviews are fluid, and you may get new information during the case that will force you to reconsider your approach. If so, don't worry. Stay composed, and take the time you need to structure your response.

A single mistake is never the end! Again, stay composed, and remember that you are engaging your interviewer in a conversation to answer a question.

Have fun! This is an opportunity to engage with us on real client issues and challenges. We look forward to hearing your perspective on how you would help us drive impact for our clients and the social sector.

The case interview can be broken down into four stages...

Case scope and task understanding—Reiterate the key question(s) and confirm that you and the interviewer are looking to answer the same question(s)

Structure—Develop a hypothesis and approach to work through the case

Analysis—Work through your approach and any related equations you have developed

Recommendation—Propose potential solutions to the client's key question(s)

In the case scope and task understanding stage, be sure to...

Ask any **clarifying questions** you may have

Stay composed if you don't know the "answer" immediately. You will get more details and context as the case progresses

Communicating the structure of how you would approach the client issue allows us to see how you think...

Put yourself in the client's shoes and consider what would be on your mind if you were leading the organization

Develop and communicate the structure of your answers before delving into details by considering what information will be necessary to get to an answer

When given numbers, **take a moment to develop and communicate your equations before doing the actual math**

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The analysis stage is where you get to flex your analytic muscles, but remember to keep your structure in mind...

Work through your equations, and be sure to double check your math. Feel comfortable taking a step back to redo your math if necessary—a math mistake is not the end of your interview!
Take a moment to **“sense check” your conclusions before speaking**
Remember to **connect conclusions you are able to draw from your analysis to the broader structure you’ve developed**

The recommendation stage is where you get to synthesize your insights and offer a solution, but take a moment to confirm your conclusions and structure your recommendation...

Ask yourself if your conclusions make sense, and feel free to adjust if necessary. For example, is it likely that an organization will be able to increase funding by 10x while only increasing their population served by 2x?
Consider real-world concerns, such as getting the board’s approval or possible implementation barriers
Consider how you would want someone to explain a recommendation to you if you had little context. Focus on showing your logic without diving into the details. What are the key points you need to share to help someone understand the logic behind your choice?

And once again, remember to have fun. We look forward to speaking with you soon!