

Your assessment centre guide

Graduate & Internship Programme

What you can expect if you reach the assessment centre stage.



If you progress to the assessment centre stage of our application process, well done. This is an opportunity for us to learn more about you, how you approach different situations and the potential you could bring to K3 Advisory Group.

It is also your chance to meet members of our team, learn more about the programme you have applied for and decide whether K3 Advisory Group feels like the right place to begin your career.

We are not looking for technical experts. We want to understand how you think, communicate, collaborate and respond to new challenges.



What happens at the assessment centre?

- ✔ **A short presentation** – A five-minute presentation on one of three topics provided in advance.
- ✔ **A group exercise** – You will work with other candidates on a fictional client scenario.
- ✔ **An interview** – A conversation about your motivations, experiences and what you hope to achieve.
- ✔ **Time for questions** – An opportunity to learn more about K3 Advisory Group and the programme.

What happens at the assessment centre?

During the assessment centre, you will take part in:



A short presentation

You will deliver a five-minute presentation on one of three topics provided to you in advance.

This gives you the opportunity to demonstrate how you organise your thoughts, communicate your ideas and present information clearly.



A group exercise

You will work with other candidates on a fictional client scenario. Together, you will:

- ✔ Review information about the client and their situation
- ✔ Discuss the challenges and possible solutions
- ✔ Contribute your own ideas while listening to others
- ✔ Develop a set of recommendations
- ✔ Present your reasoning to the assessors

We will be looking at how you collaborate, share ideas and help the group reach a clear and considered outcome. You do not need any previous technical or professional services experience.



An interview

The interview will explore:

- ✔ Why you are interested in joining K3 Advisory Group
- ✔ What appeals to you about the Graduate & Internship Programme
- ✔ What you hope to learn and achieve
- ✔ Examples of teamwork, resilience and problem-solving
- ✔ How you have responded to challenges or change
- ✔ How you demonstrate integrity, professionalism and collaboration

Your examples can come from university, school, volunteering, societies, part-time work, extracurricular activities or other experiences.



Time to ask questions

You will also have the opportunity to ask members of our team questions about K3 Advisory Group, the programme and what it is like to work here.

What are we looking for?

We assess your behaviours, potential and approach rather than your technical knowledge.



A learning mindset

You are curious, willing to ask questions and motivated to develop new skills.



Collective strength

You work well with others, listen to different perspectives and contribute towards shared success.



Flexible focus

You can adapt when circumstances change, remain resilient and approach unfamiliar situations positively.



Confident communication

You communicate clearly, professionally and respectfully, while being honest about your views and experiences.

How to prepare

- ✔ **Learn about us** – Explore K3 Advisory Group, the services we provide and the details of the Graduate & Internship Programme.
- ✔ **Reflect on your experiences** – Think about situations where you have:
 - ✔ Worked successfully with others
 - ✔ Adapted to change
 - ✔ Solved a problem
 - ✔ Managed competing priorities
 - ✔ Overcome a setback
 - ✔ Learned something new
- ✔ **Practise your presentation** – Prepare in advance and practise speaking clearly within the five-minute time limit. You do not need to memorise every word, but you should feel comfortable with your key points.
- ✔ **Prepare your questions** – Think about what you genuinely want to know about the programme, our culture, the work you could be involved in or the support available.
- ✔ **Be yourself** – We want to meet the person behind the application. Listen carefully, contribute thoughtfully and do not be afraid to ask for clarification if you need it.



A final word of reassurance

Assessment centres can feel daunting, particularly if you have not attended one before.

Remember:

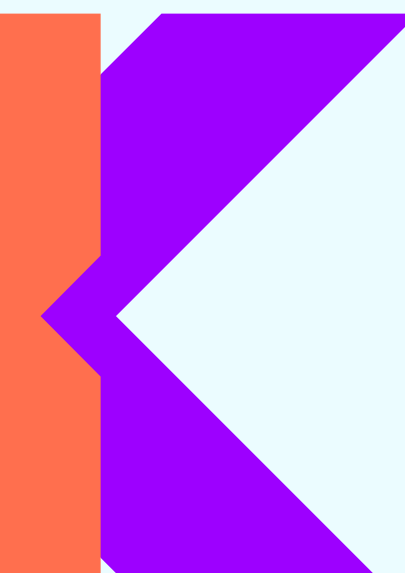
- ✔ We are not expecting you to be an expert
- ✔ There is not always one perfect answer
- ✔ We want to understand your potential and enthusiasm
- ✔ Every candidate will have an equal opportunity to contribute
- ✔ The day is as much about finding the right opportunity for you as it is about assessing your application

What happens next?

If you're invited to an assessment centre, we'll send you all the practical information you need in advance, including the date, timings and location.

If you have any questions before the day, our team will be happy to help.

hrandrecruitment@k3advisorygroup.com



We look forward to meeting you and learning more about what you could bring to the K3 Advisory Group Graduate & Internship Programme.

Graduate & Internship Programme

[K3advisorygroup.com/early-careers](https://k3advisorygroup.com/early-careers)