

HR Interview Frameworks

WHY THIS PRODUCT MATTERS

Most candidates fail HR rounds because:

- Answers are **unstructured**
- They ramble or over-explain
- They sound defensive or immature
- They don't align answers with **company expectations**

This kit teaches **HOW to answer**, not just **WHAT to answer**.



CORE PRINCIPLE OF HR INTERVIEWS

HR interviews assess:

1. **Communication clarity**
2. **Attitude & professionalism**
3. **Cultural fit**
4. **Decision-making maturity**
5. **Self-awareness**

This kit uses **frameworks** to address all five.

FRAMEWORK 1: INTRO Framework

(For: “Tell me about yourself”)

The P-P-F Framework

PRESENT → PAST → FUTURE

Structure:

1. **Present** - Who you are now (student / intern)
2. **Past** - Key experience / learning
3. **Future** - Why this role/company

Example:

“I’m currently a final-year Computer Science student with hands-on experience through internships and academic projects. During my internships, I worked on real-world problems that strengthened my technical and collaboration skills. I’m now looking to start my career in a role where I can apply these skills, continue learning, and contribute meaningfully to the team.”

Why it works: Clear, confident, not memorized.

FRAMEWORK 2: STRENGTHS Framework

(For: “What are your strengths?”)

The S-E-R Framework

STRENGTH → EVIDENCE → ROLE LINK

Structure:

1. Name one strength
2. Give real example
3. Link to job role

Example:

“One of my key strengths is problem-solving. During my internship, I regularly broke down complex tasks into smaller steps, which helped me complete projects efficiently. This approach will help me handle challenges effectively in this role as well.”

Avoid listing multiple strengths, **one strong answer is enough.**

FRAMEWORK 3: WEAKNESS Framework

(Most Critical – Offer-Deciding)

The A-I-G Framework

ACKNOWLEDGE → IMPROVE → GROWTH

Structure:

1. Admit a *real but safe* weakness
2. Explain improvement steps
3. Show positive outcome

Example:

“Earlier, I used to hesitate while speaking in group discussions. I realized this was limiting my communication, so I consciously started participating more in team discussions and presentations. Over time, this improved my confidence and clarity.”

Never say:

- “I’m a perfectionist”
- “I work too hard”
- “I don’t have weaknesses”

FRAMEWORK 4: FAILURE Framework

(For: “Tell me about a failure”)

The R-L-A Framework

REASON → LEARNING → ACTION

Example:

“In one of my early projects, I underestimated the time required and missed a deadline. I realized the importance of planning and buffer time. Since then, I break tasks into milestones and track progress, which has helped me deliver work on time.”

HR checks **learning**, not the failure.

FRAMEWORK 5: CONFLICT Framework

(For: “Conflict with teammate”)

The P-C-R Framework

PROBLEM → COMMUNICATION → RESOLUTION

Example:

“There was a disagreement in my team regarding task distribution. I initiated a discussion to understand everyone’s perspective, and we redistributed tasks based on strengths, which improved collaboration and delivery.”

Never blame others.

FRAMEWORK 6: WHY this company? Framework

(Very High Weightage)

The R-R-G Framework

ROLE → REPUTATION → GROWTH

Example:

“I’m interested in this role because it aligns with my skills and learning goals. I admire your company’s focus on innovation and growth, and I see this as a place where I can develop professionally while contributing value.”

Research the company, avoid generic answers.

FRAMEWORK 7: PRESSURE & DEADLINES

(For: “How do you handle pressure?”)

The P-P-A Framework

PRIORITIZE → PLAN → ACT

Example:

“When under pressure, I prioritize tasks based on urgency, plan my approach, and focus on execution. This helps me stay calm and deliver quality work even under tight deadlines.”

FRAMEWORK 8: CAREER GOALS Framework

(For: “Where do you see yourself in 5 years?”)

The L-C-G Framework

LEARNING → CONTRIBUTION → GROWTH

Example:

“In the next five years, I aim to build strong technical and professional skills, contribute to impactful projects, and gradually take on more responsibility within the organization.”

Never say:

- “I want your job”
- “I want to start my own company soon”

FRAMEWORK 9: SALARY EXPECTATION Framework

(Freshers)

The M-F-L Framework

MARKET → FLEXIBILITY → LEARNING

Example:

“Based on market standards for freshers and my skill set, I have an expectation range, but I’m flexible and more focused on learning opportunities and growth.”

FRAMEWORK 10: HR CLOSING QUESTION

(For: “Do you have any questions for us?”)

Ask smart questions:

- “How does success look in the first 6 months?”
- “What learning opportunities does the team provide?”
- “How does feedback work here?”

Never ask:

- “How many leaves?”
- “When is promotion?”

COMMON HR MISTAKES (Dedicated Section)

- Overconfidence or arrogance
- Negative talk about previous company
- Long, unstructured answers
- Memorized answers
- Lack of eye contact / clarity