

How to prepare for the FIT interview

The personal (FIT) questions firms use to decide, what they really ask, how to answer with our CORAR structure, and how to build a set of stories that never runs out.

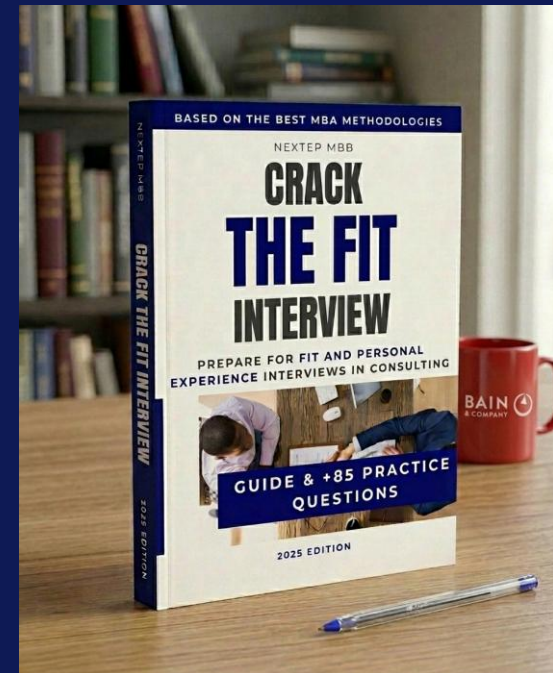
A free primer from NextEp MBB · by former MBB consultants

What they ask

CORAR stories

The 8 categories

The Q&A



[Crack The FIT Interview](#)

It can be half your score: and it's the half you skip

In firms like McKinsey, the FIT can weigh as much as the case. From the interviewer's chair, across 300+ interviews, the pattern was always the same: candidates who over-prepared the case and under-prepared the FIT. Solving a case shows you're smart. The FIT shows you can actually do the job.

~50%

of the interview, in firms like McKinsey

300+

interviews evaluated, most at Bain

WHAT YOU'RE WALKING INTO

The questions you'll actually face

You can't improvise these on the spot. Read them and notice how many you'd struggle to answer well right now.

PERSONAL

- *"Why consulting? Why our firm?"*
- *"What's your most significant achievement?"*
- *"What are your hobbies and interests?"*
- *"Why are you a good fit for this role?"*

SKILL (BEHAVIORAL)

- *"Tell me about a conflict you dealt with."*
- *"A time you solved a problem with little info."*
- *"A project where you had to learn fast."*
- *"What role do you play when not leading?"*

And these are just a taste. **The FIT draws on 85+ questions across 14 skills, and you need a prepared story for each.**

Two kinds of questions

01

Personal Questions

About your CV, achievements, motivations and interests. Here they get to know you. Your job: explain your CV clearly and concisely, highlighting your key messages, in a way that's relevant to the role.

02

Skill Questions

Behavioral questions, one competency at a time. Here you prove how you work, leadership, resilience, teamwork, impact, with real experience stories built on CORAR.

The 8 categories they ask about

Prepare an answer for each: do not memorize, just prepare. Cover them all and nothing catches you off guard.

1 General

3 Achievements

5 Development

7 Business Acumen

2 Education & Professional Background

4 Personal & Professional Interests

6 Knowledge

8 Setting & Achieving Goals

What the skill questions really test

One competency at a time, and you can't predict which. That's why you don't memorize answers: you build a library of stories that proves these 14 traits in action.

Problem & Execution · 4

- Problem solving
- Decision making
- Time management
- Innovation

Interpersonal & Client · 4

- Communication
- Teamwork
- Conflict resolution
- Interpersonal & client relations

Leadership & Drive · 6

- Leadership
- Resilience
- Initiative
- Adaptability & coaching
- Integrity
- Persuasion

14 competencies, one at a time: build a library of stories that proves each. [CORAR](#) is how you build them →

Build every story with CORAR



Context

Set the scene: short and clear.
Just enough, no more.



Objective

The challenge or target, and
what was at stake.



Role

Your individual contribution.
You're in the story.



Actions

What you did and decided, and
the reasoning.



Result

The outcome, with numbers
whenever you can.

Then → always link the story back to the exact question you were asked.

Doing it right is a system, not luck

5–7

Stories

You build a core set of stories, deep and reusable.

14

Skills

Each must be covered across your stories, with evidence.

1

Matrix

A story-skill matrix that guarantees you leave no gap.

You can absolutely do this on your own with this guide. **The book + Prep Platform just make it fast and complete.**



**The more you memorize your speech,
the more you ruin your presentation.**

The traps I saw candidates fall into again and again:



Sounding too perfect



Memorizing word for word



Rambling with no structure



Reusing the same story



Never landing the message

Don't waste the last question

When they ask “any questions?”, it's still part of the evaluation. Come with genuine, specific questions, and actually listen to the answers.

DO

- Prepare genuine, specific questions about the firm, office and role.
- Draw on your real interactions: formal and informal.
- When they answer, engage and go deeper.
- No questions? Recap your interactions and give time back.

DON'T

- Ask just because it's the Q&A.
- Stop listening because you're still on the case.
- Take too much of the interviewer's time.

YOUR SEAT IN CONSULTING

Everything it takes to get the offer

Seven steps, from your CV to the final round. The whole method in one place, in the order that actually matters. The only thing left is the work.

36

DOCUMENTS

22

PRACTICE CASES

10

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8

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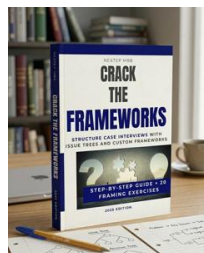


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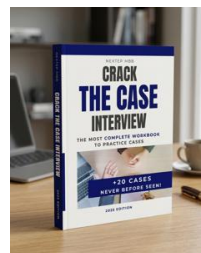


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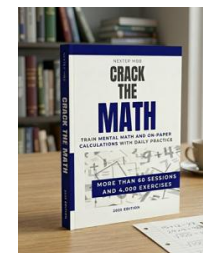


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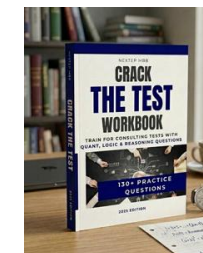


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