

INTERVIEW GUIDE

Best Practices for an
Interview with Bell



Whether we're standing behind our warfighters or helping deliver lifesaving medical transport, the work we do at Bell truly matters. Your interview marks the next step towards a career with a company committed to your growth as we shape the future of aerospace together.

LEARN ABOUT BELL

Understand who we are, what we do, and how it affects you.

- Our Mission: www.bellflight.com/
- Our Impact: www.bellflight.com/company/blog
- Our Benefits: <https://www.bellflight.com/company/careers/benefits>
- Our Values:

LIFT EACH OTHER UP

We are a committed and unified team. Always thinking beyond our individual roles and departments to consider how our actions impact each other- and align with what's best for the entire company. We collaborate freely, communicate openly, and celebrate each other's success.

THRILL OUR CUSTOMERS

Delivering exceptional experiences to our customers is a top priority. We stay a step ahead to develop technologies they can't live without. We listen. Then we apply our technical expertise and tenacity to thrill them at every turn, today and tomorrow.

ACT SWIFTLY & DECISIVELY

We're empowered to take smart risks to deliver real impact, pushing beyond the status quo to identify a better way. We seek perspectives outside our areas of responsibility to create more efficient solutions. We don't wait to be told what to do. Rather, we make timely decisions and move forward with purpose.

FIND A BETTER WAY

We're curious and see the potential tomorrow holds. We put passion over perfection. Never stopping in our mission to build the solutions that defy gravity- every misstep is a moment to grow, every challenge a chance to raise the bar in safety, reliability, and impact.



BE PREPARED FOR INTERVIEW QUESTIONS

Your interview may include both behavioral and technical questions designed to understand how you collaborate with others, approach situations, and deliver results.

Technical Framework

Expect questions that explore your familiarity with tools, systems, processes, and core technical knowledge relevant to the role. Be ready to explain how you approach troubleshooting, ensure quality, and apply your expertise to real work.

Behavioral Framework

We may ask you to walk through past experiences that highlight how you handle challenges, drive results, and work with others. Use the STAR method to communicate clearly and confidently. This framework helps you clearly communicate your experience to answer questions throughout the interview.

STAR Method

The STAR method is a structured, four-step technique used to answer behavioral interview questions (e.g., "Tell me about a time when...") by providing specific, real-world examples of your past experience. It is designed to help you tell a clear, concise story that highlights your skills and demonstrates your value, with most of the focus on the actions you personally took.



How To Prepare For Your Interview Using The STAR Method

Review Your Experiences: Think about situations in your past work, education, or volunteer activities that showcase your skills and accomplishments.

Practice Structuring Your Answers: Use the STAR framework to organize your responses to common behavioral questions like "Tell me about a time when you solved a difficult problem."

Focus on Relevant Examples: Tailor your responses to highlight experiences that align with the role you're applying for.

Be Specific: Include details about your actions and the results to demonstrate your impact.

By preparing with the STAR method, you'll be ready to share your story, experience, personality, and more with the Bell recruitment team.

Example STAR Responses

Question: "Tell me about a time you improved a process or workflow on the shop floor"

Situation: On my assembly line, we frequently lost time searching for specific tools because the workstation layout wasn't organized well.

Task: I needed to find a way to reduce downtime and keep the workflow moving smoothly.

Action: I wrote down the tasks performed at the station, reorganized tool placement based on frequently used tools, labeled bins clearly, and created a visual layout so the team could quickly find everything. I also shared the setup with my supervisor for alignment.

Result: Tool search time dropped significantly, and the team completed assemblies faster.

Align Your Experience To The Role

Review the key skills and capabilities listed in the job description. Reflect on experiences from your background that align with these, and be prepared to share specific, relevant examples during your interview.



BRING YOUR QUESTIONS

As a candidate, you should prepare thoughtful questions for an interview to better understand the role, the team, and the company culture. Asking questions shows genuine interest, helps clarify expectations, and allows you to make an informed decision about whether the opportunity aligns with their goals.

Helpful Resources for Interview Questions

- **The Muse**: Curated guides with large lists like 70 smart questions split by daily tasks, expectations, and growth.
- **Indeed Career Advice**: Provides practical and thoughtful question lists tailored to the role, the team, and the hiring manager.
- **Zety**: Features detailed guides on asking about future goals, company trajectory, and professional development.
- **Glassdoor**: Features detailed guides on asking about future goals, company trajectory, and professional development.

Types of Questions to Focus On

- The Role: "What does a typical day look like, and what are the main goals for the first 90 days?"
- The Team: "How does this team work together, and what skills are missing that you hope I will bring?"
- The Culture: "How would you describe the work environment here, and what do you personally enjoy most about working at the company?"



ARTIFICIAL INTELLIGENCE IN HIRING PROCESS

Bell strictly prohibits the use of unauthorized third-party AI tools for real-time coaching, script generation, or automated interview responses. To ensure data security, external recording bots or unvetted applications are not permitted to connect to interview sessions. Candidates requiring assistive technology or transcription as an ADA accommodation must coordinate requests with HR in advance, and Bell reserves the right to fulfill these needs using secure, company-controlled platform tools (such as native closed captions)

HIRING PROCESS

Submit Application

- Submit your Resume and answer all questions to the best of your ability.

Application Review

- Bell Recruiters will review your application

Screening

- Candidates selected based on resume review and minimum qualifications will be invited to a phone screen through email or phone call with a Bell Recruiter.

Interview with Hiring Team

- If selected for an interview, you'll meet with the hiring team. That can consist of any combination of the Recruiter, the Hiring Manager, the Human Resource Business Partner, and other team members.

Other Rounds of Interviews

- Some positions require multiple rounds of interviews. Your recruiter will be in touch to set these up if they are required.

Offer

- Upon acceptance of offer, Bell Recruiters will pass along all onboarding documents and instructions.

Pre-Employment Screening

- Recruiter will be in touch to explain process.



INTERVIEW TIPS

For in-person interviews:

- Complete Security Information.
- Arrive 10 - 15 minutes early to allow time for check-in.
- Dress in clean, professional/business attire.
- Listen actively and maintain eye contact.
- Store away potential distractions (such as a mobile phone).
- We understand conflicts arise, please reach out at least one day prior if you need to change your interview slot.

For online interviews:

- Test your connection before the interview start time.
- Dress in clean, professional/business casual attire.
- Look directly at the camera when speaking to create natural eye contact.
- Position yourself in a quiet, well-lit, distraction free environment.
- Ensure your face is clearly visible and centered on screen.
- Have a backup plan in case of technical difficulties (hotspot, phone audio, alternate device).
- We understand conflicts arise, please reach out at least one day prior if you need to change your interview slot.

ACCOMMODATIONS FOR INTERVIEWS

If you need a workplace accommodation during your interview, email your recruiter. Briefly explain that you are requesting an accommodation, describe the support you need for the interview and ask about the process for arranging it. You do not need to share more personal or medical information than is necessary to explain the accommodation. Communicating early helps give the recruiting team enough time to make appropriate arrangements and ensure an accessible hiring experience.

FREQUENTLY ASKED QUESTIONS

Is There A Way To Track My Application's Progress?

Log back in to the application portal that you logged into when you first applied. This is your application portal and where you can see your status as an applicant.

How Will I Be Contacted?

Your recruiter will be in touch throughout the entire hiring process by either email or phone call.

