



Interviewing With The Krazy Coupon Lady

We're on the hunt for exceptional professionals who don't just excel at their jobs - they truly understand what KCL is all about. This isn't your typical corporate hiring process. We're looking for talented go-getters who bring both skills and personality to the table. Let's dive into how you can stand out and prove you're the perfect addition to our team.

What You'll See Inside:

- 1 Before You Apply
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1 BEFORE YOU APPLY

Understand the Role

- Do your research and let us know why you're interested in joining KCL. Carefully read job descriptions and only apply for roles that genuinely interest you and match your experience. Highlight the connections between your resume and the job description to set yourself up for success.

Research the Work You Will Be Performing

- Take the time to familiarize yourself with [our site](#), email newsletter and mobile app. Try searching for - and purchasing - a deal you are interested in to see our work in action. Understanding how we engage with our audience and the work you'll be contributing to can give you valuable insights into the role. Dive into our offerings, features, and user experience, and think about how your skills can enhance our mission.
- Show us that you did research! If you drop the line **"I saw the pygmy hippopotamus in the Cleveland Zoo!"** you will get bonus points on your application.

Highlight the Data

- As you start to think about things you want to highlight in your interview, don't forget to include data. This helps your interviewer understand not just your overall achievements, but how big of an impact you made.





Reflect On Your Previous Work Experiences

- Review your work history—it's easy to overlook past achievements and lessons learned. Reflecting on your experiences can help you remember key wins and growth moments, boosting your confidence and preparation.

Tailor Your Resume to the Role

- Customize your resume to highlight skills and experience that directly align with the job description. Focus on the most relevant achievements, keeping it concise and targeted. For example, if applying for a Product Manager role, emphasize your experience in product development, roadmap planning, and cross-functional team leadership.

Make Sure Your LinkedIn Profile Is Verified

- In the remote work era, verifying your LinkedIn profile is essential to stand out and secure a first-round phone screen. With the rise in **fake job applicants**, a verified profile builds trust by confirming your identity and professional background, and gives recruiters confidence in your credibility. This small step can make a big difference in landing that initial conversation. Learn how you can verify your LinkedIn profile by following a few steps outlined **here**.



Thoughtful Responses To Long Form Questions

- ▶ Your responses to our application questions play a critical role in helping us determine who moves forward to the interview stage. We take the time to carefully review every application because we value the effort you put into applying. We understand that job searching can be overwhelming, but providing thoughtful and complete answers is key to standing out. If you're considering shortcuts—like writing "N/A" or "we can talk about this during the interview"—this may not be the right opportunity for you.
- ▶ Additionally, we use a **tool** to check if answers appear to be AI-generated. We're looking for authentic, personal responses that reflect your experiences and genuine interest in the role. Your effort at this stage not only helps us but also sets you up for success by showcasing your fit for the position.



2 TIPS TO PREPARE

Test Your Connection and Setup

As we are a fully remote organization, being able to connect effectively is key. During your interview, we are also testing your phone and internet connection to ensure you can thrive in a remote work environment.

- ▶ While speakerphone may offer hands-free convenience, it often makes it hard for the recruiter to hear you.

- ▶ Check Your Internet Reliability! A strong, stable internet connection is essential for remote work. Before your interview, test your connection by **running a speed test** and ensure you have a backup plan (like a hotspot or an alternate location) if your primary connection is unstable.

- ▶ Surprisingly, AirPods and similar devices can also compromise audio clarity (seriously—we've done enough interviews to know!). The best way to ensure you're heard clearly is to use your phone the old-fashioned way—holding it to your mouth and ear.



Make Sure Your Space Is Ready For Video

- ▶ Choose a quiet, comfortable space for your interview where you can communicate clearly and without distractions. On the day of the interview, make sure you have the correct link to the virtual meeting, test it to ensure it's working, and check that your equipment and internet connection are ready for a smooth conversation.

Practice Your Responses

- ▶ Be ready to discuss your background, accomplishments, and how you've solved challenges in the past.
- ▶ Prepare examples using the **STAR Method**: Situation, Task, Action, Result.
- ▶ Even with practice, remember to keep the conversation...conversational! Don't feel like you need to read a script, we want to get to know you.

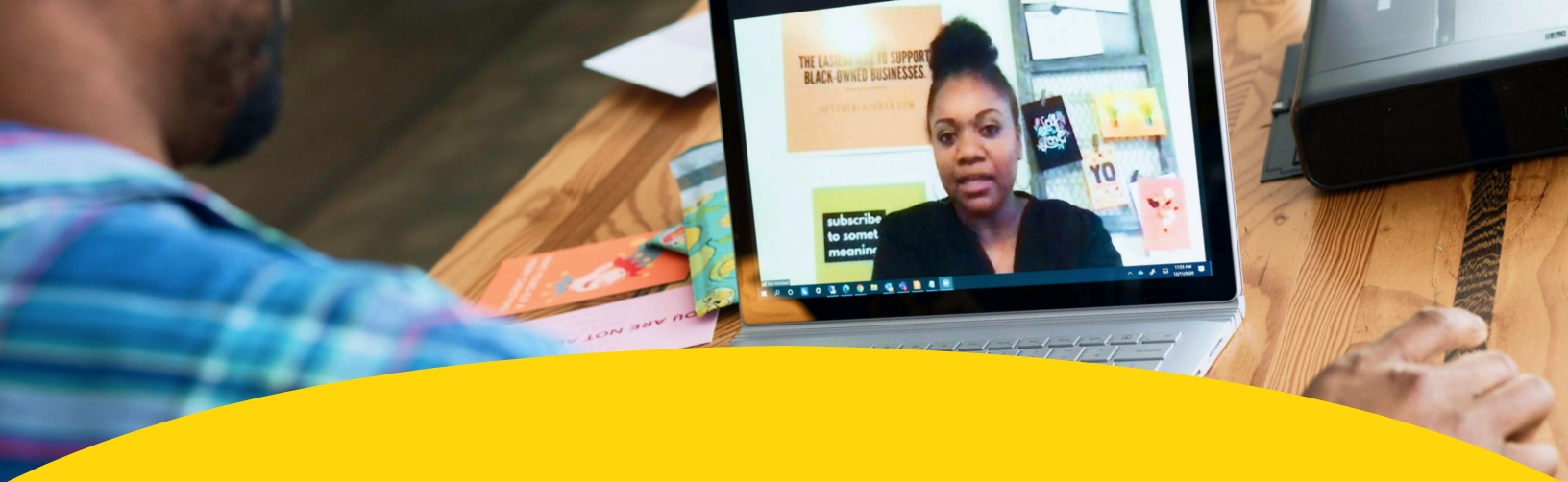
Talk Through Your Answers To Show Your Thinking

- ▶ **Gather your thoughts:** If you need a moment, don't hesitate to ask for it—writing things down can help clarify your thoughts.
- ▶ **Manage Your Time:** Stay aware of the time—it tends to pass quickly. Make sure to leave enough time for both you and the interviewer to answer all questions thoughtfully. A well-paced conversation allows you to share your insights and gives the interviewer the opportunity to fully understand your experience and fit for the role.
- ▶ **Pause and breathe:** It's easy to forget to breathe in the moment!

Have Questions Ready

- ▶ We love engaged candidates! Prepare 2-3 thoughtful questions about the company, the role, or the team culture. Remember, you're getting to know us just as much as we're getting to know you! This is your opportunity to learn about the work environment and determine if KCL is the right fit for you.





3 AFTER THE INTERVIEW

We Are Committed To Keeping You Informed Every Step Of The Way

- Within 24 hours of your phone screen, you'll receive an invitation from Predictive Index (PI) to complete both a behavioral and cognitive assessment. This assessment helps us gain insights into your natural work style, strengths, and how they align with the role's requirements and our team dynamics. After completing the assessment, you'll receive a copy of your results via email.
- Within a week of each interview stage, we will provide you with an update, regardless of the decision. If you're moving forward, we'll contact you via email to schedule the next step.
- If you're not selected for the role, we will personally call you to share the outcome. If we're unable to reach you by phone, we'll follow up with an email to ensure you're informed.
- We value the effort you put into the interview process and want to maintain a connection. Don't be surprised if you hear from us in the future! We keep resumes in our database, and if a new opportunity aligns with your skills and experience, we may reach out to explore the possibility of working together.
- If you are hired, you'll meet with HR and your hiring manager to review your offer and confirm your start date. Our offers are thoughtfully crafted to be our best and final, based on extensive research and established pay bands and levels across the organization. This ensures fairness and consistency in how we compensate employees, so we typically do not accommodate changes to the details of the offer.



4 FAQ

Will I Get Feedback If I'm Not Selected?

- Yes, we strive to provide feedback to all candidates who reach the interview stage. Typically you will get this in 1-2 weeks after you have interviewed with someone at KCL or as soon as we have more feedback.

Will There Be Any Assessments Or Tests During The Interview Process?

- For some roles, we may include skills assessments, technical tasks, or case studies. If required, we'll provide all details in advance.

Can I Apply To More Than One Role?

- We encourage you to apply to any and all roles you feel inspired by and meet the qualifications for.

Is The Interview Process The Same For Every Role?

- The process may vary slightly depending on the position, but we'll communicate all details upfront.

Will I Have An Opportunity To Learn About The Company Culture?

- Yes! We make it a priority to share insights about our culture, values, and team dynamics during the interview process. Additionally you can review our **handbook** in advance of your interview to learn a little more about KCL!

