

Let's get you
interview-ready.

TESCO



Setting you up for success.

Depending on the role or area you're applying for, your interview may take a slightly different shape.

We're excited to learn more about you and what motivates you to join Tesco. We'll also ask you some questions to see how you bring our 'Win Together' behaviours to life, and help us see how you'd thrive as part of the Tesco team.

You and your CV



This part of the interview is all about you – your experience, your expertise and what makes you, you. Using your CV or career history as a guide, we'll talk about your journey so far. Think about any standout projects and achievements that connect to the role you're applying for.

Leadership



This part of the interview is all about how you approach work and build relationships. We'll ask you to share real examples from your previous roles, so it's a good idea to come prepared with a few specific examples.

A helpful way to structure your answers is using the STAR method. Find more from page 4.

We recommend familiarising yourself with the 4 'Win Together' behaviours at Tesco (from page 7). Think about times when you've brought these values to life in your previous work. We value self-awareness, honesty and authenticity on your own strengths and areas of development – don't be afraid to be yourself and show your personality.

Technical



This could be a technical assessment, or technical questions relevant to the role, and is mainly used for our office roles. Please ensure you have fully understood the requirements on the job advert and have considered or revisited any relevant areas or tools in line with your experience.

A contact from the Recruitment team will inform you of any additional preparation required and you can also ask them any questions you may have.



‘Win Together’ behaviours and STAR method

Our 'Win Together' behaviours form most of the interview – they help us do our best work and enjoy an environment where everyone feels supported.

Why do we use these behaviours?

- It helps us get an insight into how you apply these skills in real-world situations
- It reduces bias in the process as we ask set questions and focus on specific examples of previous experience.

You'll find our 'Win Together' behaviours, along with some sample questions, from page 7.

You don't need to prepare answers to every single question, but these samples should give you an idea of the sort of questions we may ask. When answering the questions, you should use the STAR method.



STAR method



Situation

Describe the context where you performed the task or faced a challenge.



Task

Explain the task or responsibility you had.



Action

Describe the specific actions you took to complete the task or meet the challenge.



Result

Share the outcomes or results of your actions.



Examples using the STAR method

Example 1

Interview question

Tell me about a time when you had to work as part of a team to achieve a goal.

Situation

In my role as Marketing Manager at X company, I was tasked with launching a new product with a tight deadline.

Task

My role was to coordinate with five departments to ensure all aspects of the launch were on track.

Action

I organised regular meetings, facilitated communication, and resolved any issues promptly.

Result

The product was launched successfully on time, and it received 90% satisfaction rate from customers.

Examples using the STAR method

Example 2

Interview question

Tell me about a time when you had to work as part of a team to achieve a goal.

Situation

At school, I participated in the Duke of Edinburgh Gold Award, taking part in a 4-day group expedition.

Task

There were 8 of us in total and we had 8 hours of activities each day, focusing on walking, navigation and survival skills – all overseen by assessors.

Action

I was in charge of map navigation. Each day, I reviewed and shared our route with the team, checking the path regularly and adjusting the course if needed.

Result

We finished the expedition on time, I learned new skills like teamwork, and I earned a Duke of Edinburgh Gold Award.



Our 'Win Together' behaviours

Be brave

What does this mean?

Being brave means standing up for what's right. We're here to listen and create a safe environment for all colleagues, and believe that taking risks leads to innovation.

Example interview questions

Question

Describe a situation when you've felt most out of your comfort zone.

Prompts

- What did you find most testing?
- What did you learn about yourself?
- How easy would you find it to ask for support?

Question

Tell me about a time when you have persisted with something to do the right thing for colleagues or customers.

Prompts

- What did you find most challenging?
- How did you deal with the issues?
- How did you keep motivated to achieve the task?

What good looks like

- Taking responsibility for your decisions and making things happen.
- Doing the right thing for customers, colleagues, communities and the planet.
- Being yourself and showing your vulnerabilities.
- Acknowledging when something doesn't work, fail fast, share learnings and move on.



Believe in each other

What does this mean?

We're all about building an environment of trust – both in our expertise and in our colleagues to collaborate and deliver.

Example interview questions

Question

Describe a time when you were part of a winning team.

Prompts

- What were you involved in?
- What was your role within the team?
- How did you achieve the winning results?

Question

Tell me about a time when you have had to inspire others and engage colleagues to bring them around to your thinking.

Prompts

- How did you approach this?
- Did you get any pushbacks?
- What are your key learnings?

What good looks like

- Building trust-based relationships.
- Being clear on our shared purpose.
- Achieving shared outcomes and finding ways to work better together, driving end-to-end collaboration.
- Respecting each other's expertise and contribution.

Stay curious

What does this mean?

No matter who you are, there's always room to learn and grow. Whether that's new skills or gaining perspectives from your colleagues, everyone's voice is heard.

Example interview questions

Question

Tell me about something you have learnt about yourself recently.

Prompts

- How did you discover it?
- What will you do with this?
- How are you sharing this with others?

Question

What's the best idea you've ever had that was implemented?

Prompts

- How did you develop this idea?
- How did you build support in your team?
- What was challenging?

What good looks like

- Looking in different places for new ideas and perspectives.
- Being inclusive and giving everyone a voice.
- Embracing change and adapting to the opportunities and challenges it brings.
- Understanding how your work enables our purpose and strategy.



Live 20/80

What does this mean?

We prioritise 20% of the tasks that really make a difference, freeing up time to explore new and exciting things that add even more value to our business and customers.

Example interview questions

Question

Tell me about a time when you have had to act in a flexible way to avoid an issue.

Prompts

- What factors did you consider?
- How did you communicate your decision?
- Is there anything you would do differently next time?

Question

Describe a time where you have had to challenge a situation to do what is right by the customer.

Prompts

- How did you deliver this message?
- Why did you choose to do this?
- What was the outcome?

What good looks like

- Doing only the few things that will make the biggest difference.
- Finding creative ways to get there quicker and with less effort.
- Striving for progress over perfection.
- Using what's already there, no need to always reinvent.

TESCO Careers

The logo features the word "TESCO" in a bold, red, sans-serif font. Below the letters "E", "S", and "C" are five parallel, slanted blue bars of equal length, creating a stylized underline effect.