

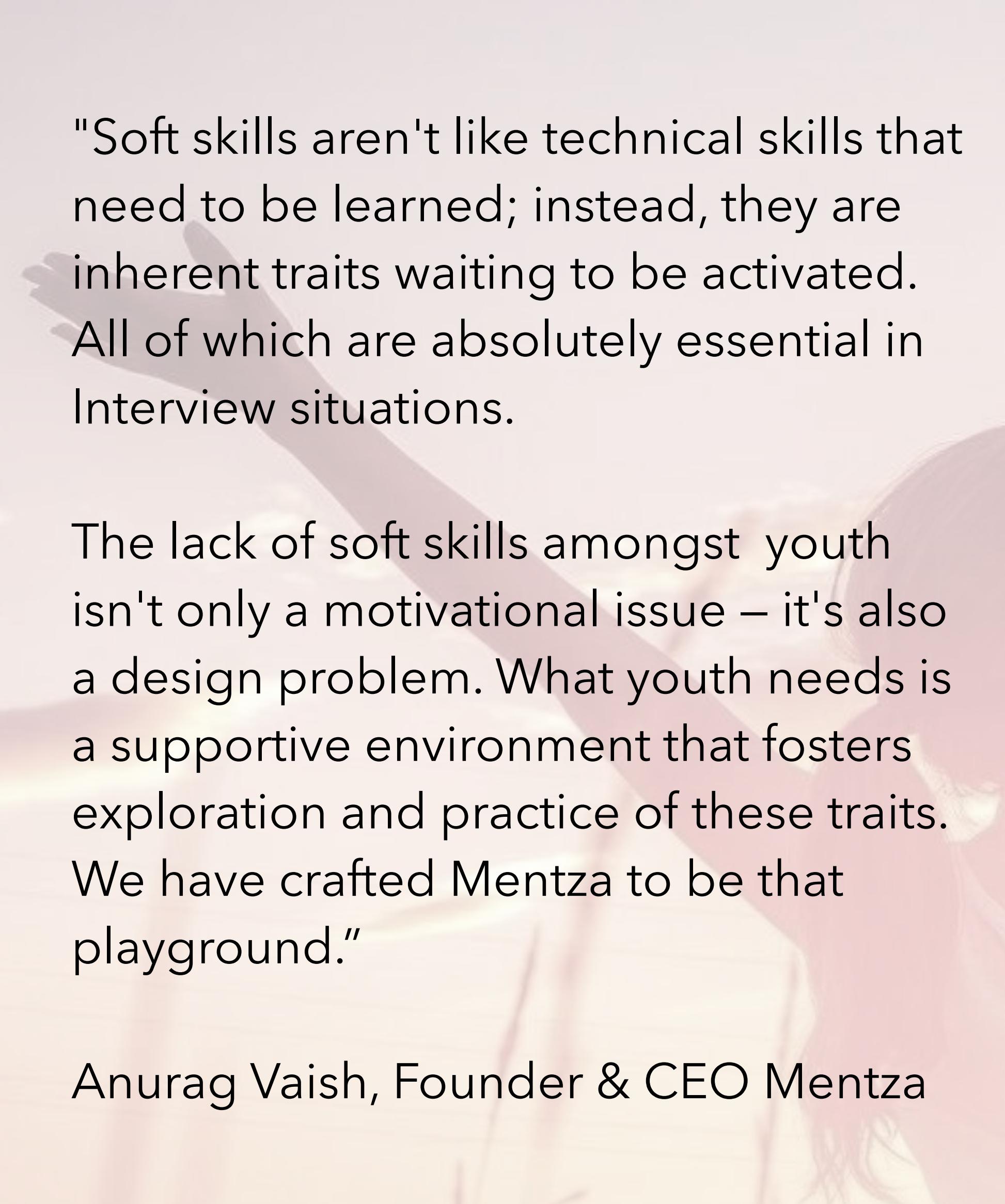
# Interview Readiness Report for Career Focussed Youth

Oct 2024

**Prepared by Mentza**

This report is based on the 1300 mock interviews conducted by growth minded young individuals on Mentza's live audio platform, enhanced with Artificial Intelligence features. The report aims to identify key areas for improvement that career-focused youth should prioritise to achieve greater success in interviews. In the coming reports, we will explore additional soft skills such as emotional intelligence, communication mastery, confidence assessment, leadership traits, and more.





"Soft skills aren't like technical skills that need to be learned; instead, they are inherent traits waiting to be activated. All of which are absolutely essential in Interview situations.

The lack of soft skills amongst youth isn't only a motivational issue – it's also a design problem. What youth needs is a supportive environment that fosters exploration and practice of these traits. We have crafted Mentza to be that playground."

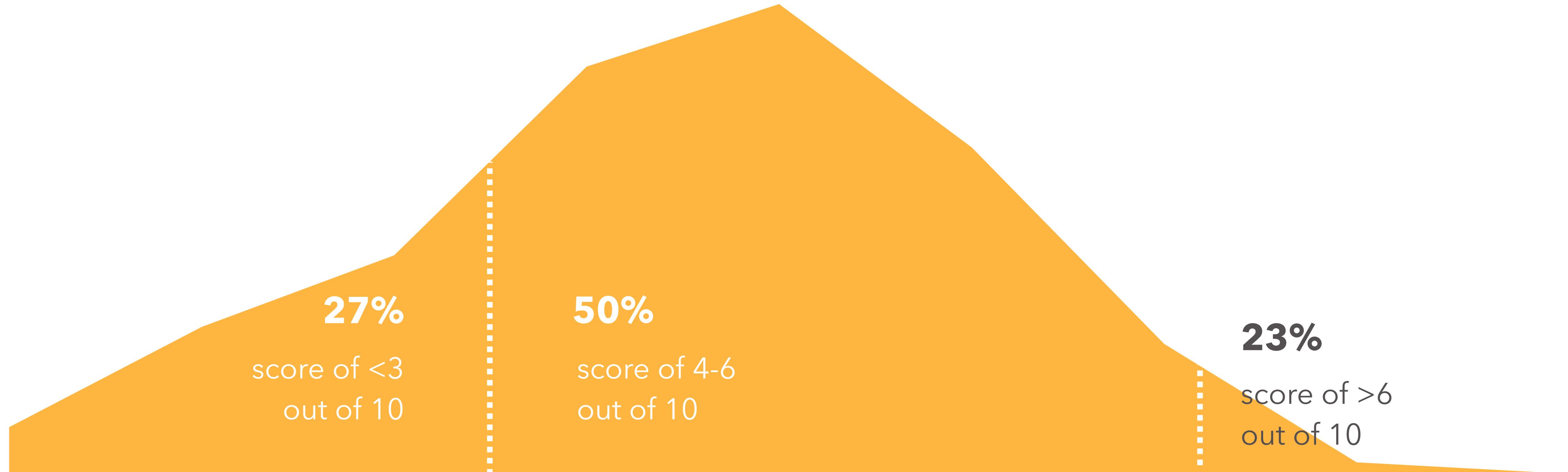
Anurag Vaish, Founder & CEO Mentza



# Executive Summary

- A linkedin survey says that 90% of global executives believe soft skills are increasingly crucial. A Monster India survey indicates that 66% of fresh college graduates feel unprepared for the job market.
- This gap between industry expectations and graduate readiness highlights the urgent need for targeted training and feedback to bridge the skills gap.
- 1000s of students across India practice mock interviews with Mentza's AI suite. These interviews are scored along with, specific micro feedbacks and recommendation. This report is a compilation of some of the findings from these interviews and feedbacks.
- Across interview types like placements, customer service etc., the overall scores are less than 5 on a scale of 10, with only a quarter of candidates achieving a score of greater than 6 on 10
- The aspect of clarity in answering questions is the least scoring parameter and requires much practice both in interview and non-interview situations
- Candidates who attempted the mock interviews more than once, typically showed a very significant 13% increase in scores. Interestingly they also scored better than average in their first attempt, showcasing how growth minded and driven candidates are better prepared.
- Focus on communication skills and sustained feedback from mentors and coaches is key to moving the scores above 8 on 10, a score much needed for success in the very competitive job market.

**Only 23% candidates  
scored 6 or above at an  
overall level.**



# Average scores are below 5/10. Lack of CLARITY stands out as a key factor

	Overall Scores	Clarity of Response	Comprehension & Grasp	Relevance of Answers	Accuracy of Answers	Experience Relevance
College Placements	4.5	3.7	4.8	4.5	4.6	4.4
Customer Service	4.0	3.3	4.3	3.8	3.7	3.4
HR Interview	4.6	3.9	5.0	4.6	4.8	4.6
Internship	4.4	3.7	4.7	4.3	4.3	4.0
Job Interview	4.6	3.8	4.9	4.4	4.7	4.5
Sales Interview	4.4	3.6	4.7	4.3	4.3	4.2



# Mentza Coaches Share their Views



One thing I consistently notice with interviewees on Mentza is the need to structure their answers better. For me, Emotional Intelligence is the underrated skill that can really make a difference. It helps candidates stay composed and clear under pressure, while empathy and self-awareness allow them to connect with the interviewer and deliver more focused, impactful responses.

Anand: Influence skills and Emotional Intelligence Coach



Mentza's Interview Readiness Report highlights a critical issue—lack of clarity in responses. It's alarming that this is the lowest-scoring parameter, calling for more focus on clear, concise communication rather than impress with glorifying language.

Nancy: Confidence and Communication Coach



Consistent practice, coupled with feedback from mentors, can turn potential into performance

Pooja: Career and Skill Development Coach



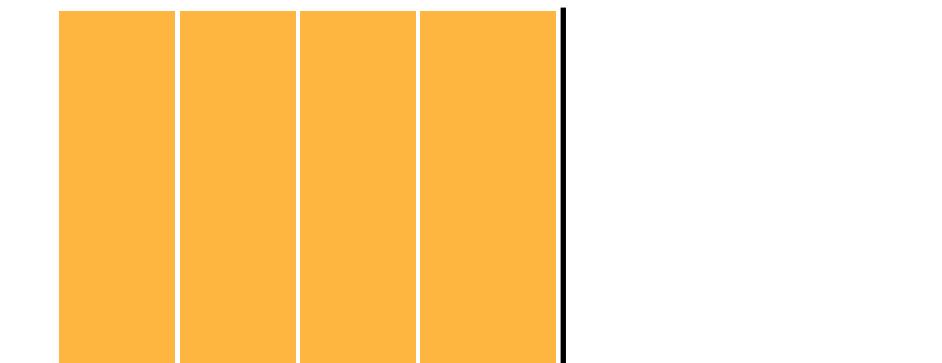
The report rightly highlights that clarity, structured communication & relevant responses matter the most in interviews.

I believe that comprehensive training and repeated mock practices are essential for improving job readiness. Ultimately leading to greater career success.

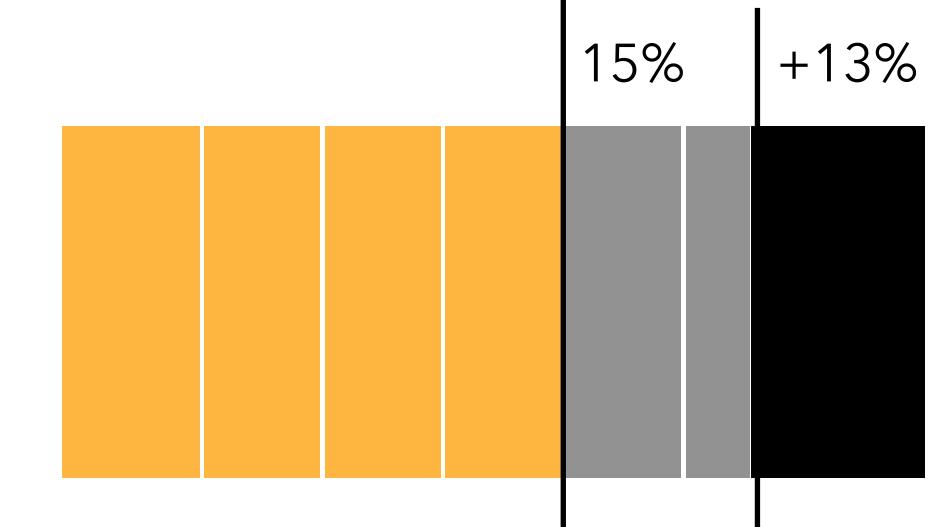
Baldev: English Language Skill Enhancement Coach

**Motivated candidates who practiced multiple times exhibited a 15% higher starting score compared to those who practiced just once**

One-time Practice Candidates

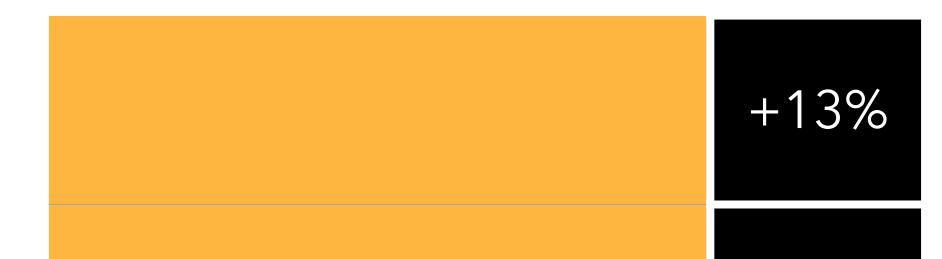


Multiple Practice Candidates



#### Improvements

Clarity



Comprehension



Answer Relevance



Accuracy



Job Relevance



# Case Study: Improvements

## SOME EXCERPTS FROM FIRST ATTEMPTED AI-INTERVIEW

I have done my BTEC from Government Engineering College XXX. I live in XXX and I am currently posted in XXX Power XXX <> My parents were not allowing me to prepare <> try to be a good listener so that I <> what kind of goals? <> I want to be in PSUs. I want to do job over there. So I have set a goal very much clearly <> in my present job, I am not able to grow myself continuously <> your oil is a prestigious company. known for their excellence and customer satisfaction.

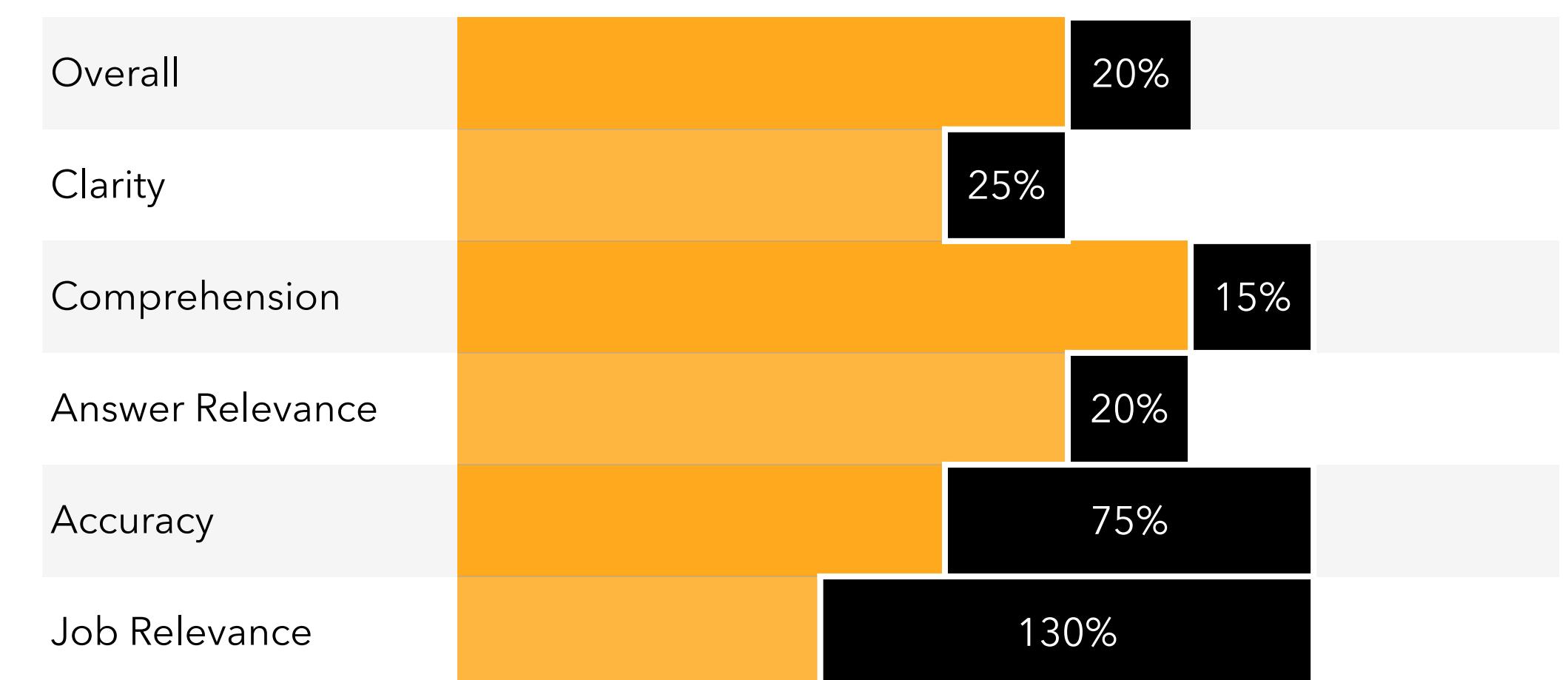
**AI FEEDBACK:** XXX demonstrated a **basic understanding** of the interview questions and provided **relevant but somewhat lacking details** in her responses. While she showcased determination and a willingness to grow, her answers **lacked specificity and clarity** in relation to the job requirements. Overall, she needs to focus on articulating her experiences and skills in a more structured manner.

## SOME EXCERPTS FROM SECOND ATTEMPTED AI-INTERVIEW

Post of junior engineer, I am currently working in XXX Power Plant as a junior engineer <> I work in operation department. It is shift job. I do I work in shifts that is from 9 to 11 that is from 9 to 1 and after that 1 to 1 to 7 and after this 7 to 9 I work in shifts. My key role is to is to interact with the state load center and after that to communicate all to communicate all the people around me and to tell them what to do and what not to do <> I can very well handle very dangerous situations. And what I think is that I am totally consistent in my job if I want to do something, I will do it at any cost <> Yes, there was a DMC W-Pump failure and after that I was assigned that problem so I contacted my juniors and I tell them how to how to do things, how to handle situations <> I try to figure out what are the most important targets and what I need to finish first because it is very much important that we need to sort out things from complicated situations, how we can deal them <> One of my friends is in XXX. So I asked him about his work culture.

**AI FEEDBACK:** XXX demonstrated a **solid understanding** of her role and possesses relevant technical skills. However, her responses **could benefit from more structure and detail**. There are areas for **improvement in clarity and elaboration on her experiences**.

## Improvements from Interview Practice 1 to 2 with specific & detailed feedbacks on each aspect



# Mentza Coaches Share their Views



A key highlight of the report is that candidates who received detailed feedback on their first mock interview showed a 20% overall improvement, especially in clarity and accuracy, underscoring the importance of targeted, actionable feedback.

Tapasi: Mental Strength Coach



It's not always about the degree and the qualification. Even after achieving all, you still need a good skill set and a good skill set is not always clearly represented by an individual when they attend an interview. So I'm glad that mentza is creating a platform for the young generation to step up and improve their soft skills with the use of integrated AI , also the emphasis of team mentza on the subject of clarity in conveying things will definitely help the youth to portray their inner capabilities through words and linguistic skills

Isham: Mindset Coach



"Stories are facts, set in context and delivered with emotion. Using them in conversations engages, inspires, and influences listeners. We all have stories to share, but honing this skill is essential for creating impact and making your point. On Mentza, you can learn the art of business storytelling from some of the best coaches, practice in a safe space, and refine your narrative for timely delivery."

Uday: Storytelling and Business Communication Coach



The report is extensive. It meticulously states the areas of improvement emphasizing on the need for communication enhancement. Such as active listening & having clarity in thoughts crucial in being able to comprehend & communicate effectively.

Manaswika: English Language Skill Enhancement Coach

# Candidates lack coherence, seem to drift

## Observations

The feedback analysis reveals several communication challenges among candidates during interviews, with many struggling to articulate their thoughts clearly. Responses often lacked coherence and structure, leading to misunderstandings and obscuring their qualifications. Additionally, some candidates failed to align their answers with job requirements, drifting into unrelated topics or providing abstract responses that did not directly address specific questions. While many exhibited enthusiasm and relevant educational backgrounds, their self-presentation skills were underdeveloped, indicating a need for improvement. Furthermore, candidates demonstrated inconsistent depth and detail in their responses, with some showcasing potential but lacking specificity in articulating their qualifications. Although many had a foundational understanding of technical concepts, their inability to communicate this knowledge effectively posed a significant barrier.

## Recommendations

To address these challenges, candidates should enhance their communication skills through training or workshops that focus on verbal articulation and structuring responses for clarity. Engaging in mock interviews will allow them to refine their answers and build confidence in handling various questions. It is also essential for candidates to connect their past experiences directly to job requirements by preparing specific examples that illustrate their qualifications. Familiarity with common interview questions will aid in framing their experiences more effectively. Candidates should prioritise specificity in their responses, critically assessing how their experiences relate to the role to enhance the depth of their answers. Finally, seeking feedback and engaging in self-reflection post-interview will help candidates identify areas for improvement and make necessary adjustments for future interviews. Implementing these strategies will significantly enhance candidates' interview performance and better align their responses with job expectations.





# Lack of clarity driven by incomplete thoughts and repetitions

## Key Observations

The feedback analysis reveals a frequent lack of clarity in candidates' communication during interviews, often stemming from **convoluted phrasing**, lengthy sentences, and poor structure. This widespread issue hinders the effective conveyance of qualifications. Many candidates also displayed **grammatical errors and fragmented speech**, contributing to off-topic responses that confuse interviewers. Common patterns included hesitations, **incomplete thoughts, and repetitions**, resulting in a lack of coherence. Additionally, complex and lengthy answers diluted the clarity of main points, highlighting a significant variability in performance among candidates.

## Recommendations for Improvement

To enhance clarity, candidates should **organize their thoughts using a clear structure**—introduction, main points, and conclusion—before responding. Simplifying language and focusing on precision will help avoid jargon that confuses interviewers. Providing resources for grammar and articulation improvement, such as **workshops or peer practice sessions**, will bolster candidates' confidence. Encouraging active listening techniques will ensure relevant responses during interviews. Establishing feedback loops with **recorded mock interviews** will enable self-review and improvement. Additionally, promoting **brevity** through techniques like the **"elevator pitch"** will help candidates articulate points succinctly. Familiarity with the technical aspects of the interview platform can also reduce communication breakdowns. Implementing these strategies will significantly enhance candidates' clarity and coherence in interviews.

# Regarding strengths, candidates display enthusiasm, positivity, and proactivity, but lack examples to support claims

## Observations

Candidates exhibited notable strengths, particularly in their enthusiasm and willingness to learn, reflecting a growth mindset and adaptability to new challenges. A significant number displayed positive attitudes, essential for teamwork and customer service roles, characterised by politeness, engagement, and openness to feedback. Many candidates also brought relevant experiences from internships or previous roles, showcasing skills in customer service, technical knowledge, and project management. While some struggled with clarity in communication, those who articulated their thoughts clearly demonstrated strong interpersonal skills. Additionally, candidates showed initiative by addressing challenges and showcasing personal projects, highlighting their proactivity and commitment to understanding customer needs.

## Recommendations

To further enhance candidate performance, it is crucial to focus on developing their communication skills, particularly in articulating thoughts clearly and concisely. Workshops and mock interviews can be beneficial in helping candidates practice structured responses and improve their clarity. Additionally, candidates should be encouraged to prepare specific examples that directly connect their past experiences to the job requirements, making their answers more impactful and relevant. Fostering an environment that promotes continuous learning and feedback can help candidates leverage their strengths and enhance their overall performance in interviews and professional settings.



# Lack of focus & constant repetition. Active listening & familiarisation with common questions critical

## Observations

Candidates demonstrated varied levels of comprehension during interviews, with some showing minimal understanding, such as failing to respond to questions, while others articulated their experiences well. A common issue was a lack of clarity and coherence in responses, which often led to confusion and vagueness. Many candidates required questions to be repeated or clarified, indicating gaps in their comprehension or difficulty processing information. Additionally, several candidates strayed off-topic, failing to connect their experiences directly to the inquiries, which highlighted a lack of focus. Lengthy and convoluted responses further obscured key points, making it challenging for interviewers to accurately assess their comprehension. Candidates also exhibited varying levels of engagement, with some appearing confused or disengaged, negatively impacting the flow of conversation.

## Recommendations

To enhance candidates' performance, it is essential to emphasize thorough preparation and familiarization with common interview questions and role expectations. Understanding job requirements will enable them to articulate their experiences more effectively. Practicing active listening techniques is also crucial, as it will help candidates better comprehend questions and respond appropriately, focusing on the context and intent behind inquiries. Training candidates to provide structured responses, using frameworks like STAR (Situation, Task, Action, Result), can improve their focus and clarity. Moreover, encouraging brevity in communication will help them stay on-topic while conveying relevant details. Conducting mock interviews with subsequent feedback mechanisms will allow candidates to practice articulating their thoughts clearly, identify areas for improvement, and enhance their overall comprehension and interview performance.



# Tangential comments make answers irrelevant. Focus on specific example and avoid unnecessary details.

## Observations

The relevance of candidates' answers during interviews was a significant concern, with many providing responses that were largely irrelevant to the questions posed. Frequently, candidates strayed off-topic or offered vague, general statements that detracted from the focus of the interview. This issue was compounded by a lack of specificity, as many candidates failed to provide concrete examples to support their answers, making it challenging for interviewers to gauge their qualifications effectively. While some candidates offered relevant content, their responses often veered into tangential discussions, diluting the relevance of their answers with excessive, unrelated details. The variability in the relevance of responses was evident, with some candidates successfully linking their experiences to the questions, while others struggled to maintain focus and clarity, leading to disjointed conversations and inadequate responses.

## Recommendations

To improve the relevance of candidates' answers, it is crucial to encourage them to provide specific examples from their experiences that directly relate to the questions asked. Responses should be kept succinct and focused, avoiding unnecessary details that do not contribute to answering the questions. Additionally, candidates should practice clear communication techniques to articulate their thoughts effectively, ensuring their answers align directly with the interview prompts. Engaging in mock interviews can also be beneficial, allowing candidates to refine their ability to maintain relevance throughout the conversation. This analysis underscores the importance of focused and specific responses during interviews, as they significantly enhance the relevance and effectiveness of candidates' answers.



# Since credentials are unverifiable in Internship interviews, highlighting specific skills with examples needed

## Observations

The analysis reveals that while many candidates possess impressive credentials, a considerable number of claims remain unverifiable or irrelevant to the internship context. Many candidates struggled to provide specific, relevant experiences that directly support their applications. Candidates with experience need to better articulate the specific skills gained. In contrast, many candidates failed to offer concrete examples of relevant projects. Similarly, candidates referenced mobile and web design but provided no concrete examples. While some candidates highlighted significant specific experience but lacked structured examples, while others mentioned an internship in specific areas without detailing their responsibilities. Overall, many candidates presented relevant experiences or projects but failed to elaborate effectively, resulting in a lack of clarity regarding their suitability for the roles.

## Recommendations

To enhance their relevance and effectiveness in interviews, candidates should focus on articulating specific skills gained from past experiences, directly relating these to the job roles they are applying for. Providing detailed examples that showcase problem-solving abilities, team dynamics, and the impact of previous projects would significantly strengthen the perceived relevance of their experience. Freshers, in particular, should emphasize any relevant coursework, projects, or personal initiatives that showcase applicable skills. By improving the articulation of experiences and establishing clear connections to job requirements, candidates can enhance their overall candidacy and increase their chances of securing desired positions.



# Mentza Coaches Share their Views



At times, I find that candidates lack comprehension of the question being asked and as a result, their answers can lack clarity and direction. Expert feedback will provide a framework on which to base improvements on language and soft skills

Dipa: Personal Development and Soft Skills Coach



Consistent practice clearly elevates interview performance. Additionally, dedication and thorough preparation can markedly boost candidates' confidence and effectiveness in the high-pressure environment of interviews.

Sumaiya V: Soft Skills Development Coach



Basically, candidates might be good at technical stuff or getting along with others, but they often struggle to explain things clearly and briefly. This can hurt how they do in interviews and make it harder for them to get hired. I often come across this in my classes. Most students are not able to put across their thoughts even in regular non interview situations.

Shine: English Language Skill Enhancement Coach



What the youth needs is a safe and easy space for exploring soft skills and with a little bit of guidance from mentors they can make rapid progress. Mentza is one such space.

Anurag: Entrepreneurship and Behavioural Sciences Coach

**Interviews are  
highly stressful  
situations ,  
requiring soft-  
skills that channel  
emotions into  
productive  
conversations.**

- Have Clarity of Purpose;  
Manage Over Enthusiasm
- Manage Stress;  
Focus on Peak-End Rule
- Gain Confidence from Preparedness;  
Helps Manage Mind-Body Signals
- Make Emotional Connect  
Use Short Impactful Stories
- Practice Emotional Intelligence  
Convert Interviews into Good Conversations

# Mentza is designed to deliver this highest level of preparedness for interview success

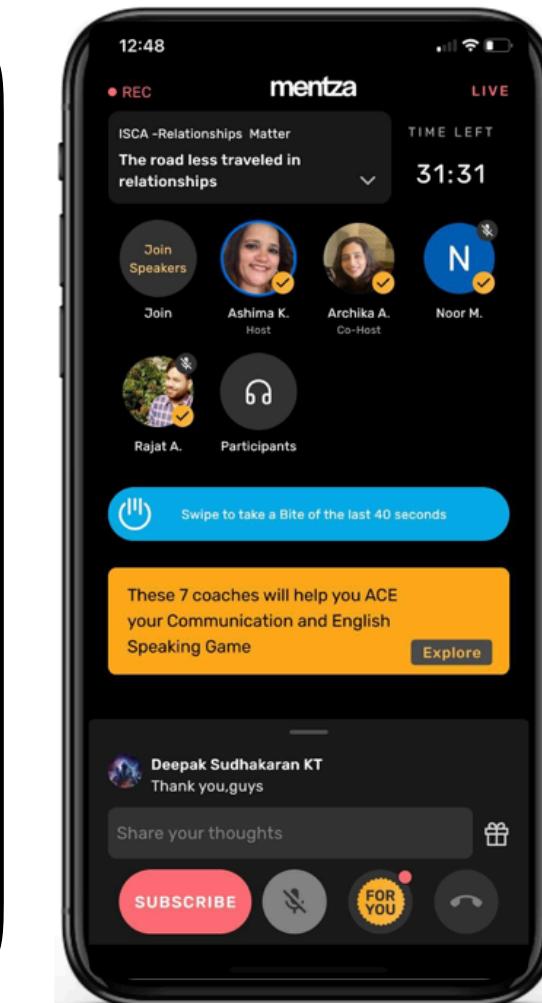
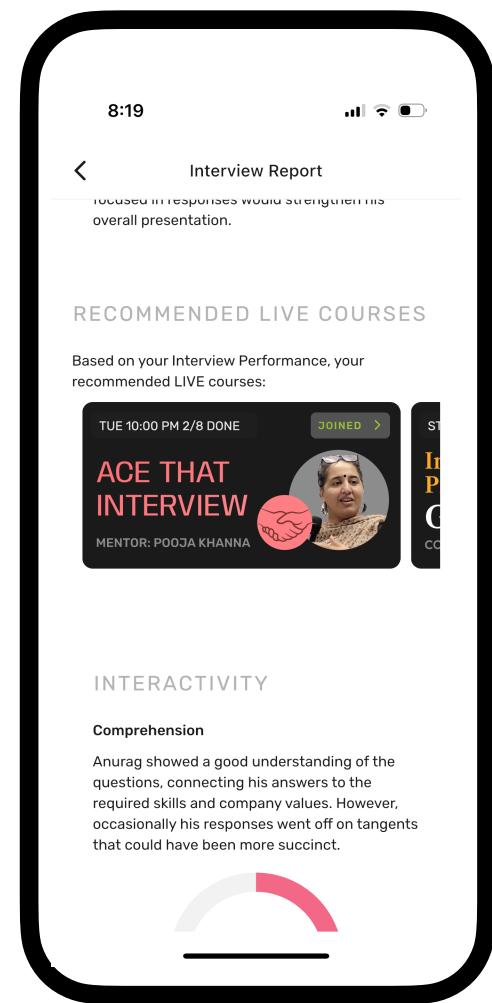
1 Initial mock AI interviews



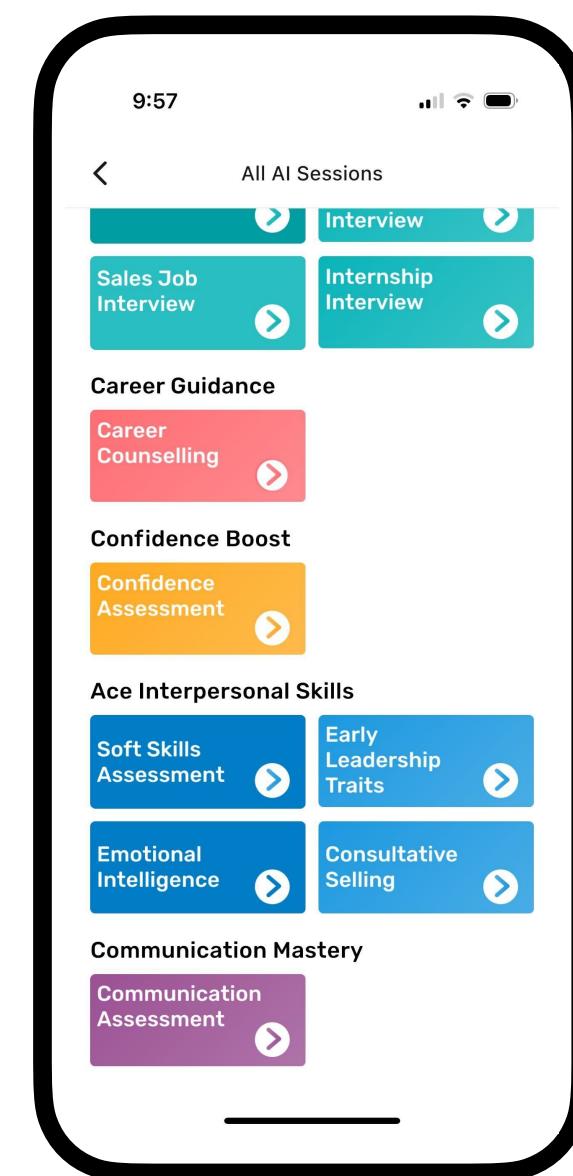
2 Deeply assess micro feedbacks



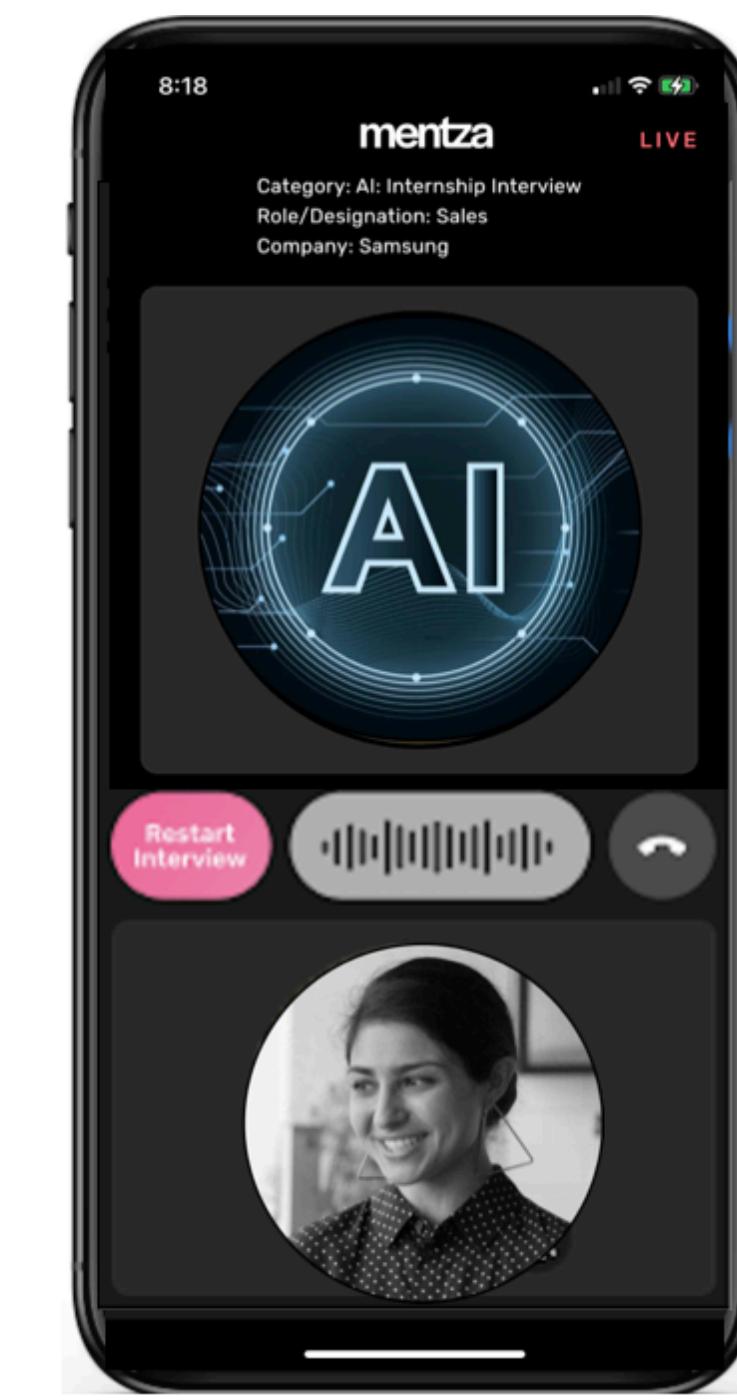
3 Follow course recommendations & learn in live sessions with experts



4 Assess other softs skills with AI



5 Reassess interview scores with AI



# Arrange a Free Demo

Give your students the **competitive edge** they need to thrive in today's challenging job market. With Mentza, your institution will stay ahead of the curve by equipping graduates with in-demand soft skills and interview readiness that employers value most.

Don't miss the chance to differentiate your university—contact us now to arrange a free demo and see how Mentza can elevate your **students' career success**. Together, we can create a future where your students are not just prepared but poised to excel in the workforce.

## Contact

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