
Being the interviewer-“A real world example of you as the interviewer”

Let's take an example that most of us have experienced at least once: requesting a taxi or a rideshare.

Personal Information

1. You name (first and last) *

Cameron Bruce

2. Your work email address *

Format: [your.name@revature.net](#)

cameron526@revature.net

Vision and Mission

3. If you need to get a taxi or ride share, what is your first step?

*

Search for local Taxi Companies, or Download the preferred Ride Share Application

ANSWER

Most likely you will set up your pick-up point and destination. This is the vision of the company. It's how they see themselves now, and where they want to go.

Now, let's say you went grocery shopping, bought some BBQ equipment, found a beautiful garden arrangement, and you even got a few furniture pieces for a big BBQ weekend. Your ride share service needs to be able to transport you and all the groceries and equipment to your destination.

This is like the product the company is building or offering to satisfy a client's need.

Project

Remember, you need a ride share that can carry all your groceries, furniture, and BBQ equipment.

4. What are your requirements for the vehicle to transport all this material? (You can make some assumptions about the quantity, size, weight of all the material): *

Dependent on the size of various supplies, the choice would be an XL rideshare in order to transport all the supplies. BBQ equipment at times can be very bulky. Tables, Chairs, and Ice Chests being the bulkiest of the items. This is assumed that the Grill is at the location. Other supplies would include the amount of Groceries that the group will be consuming.

ANSWER

While answering the previous question, you may have listed the vehicle's trunk capacity or maybe a specific type of SUV or truck. You may have also thought about safety precautions, the route that you want to take to transport the equipment most safely, etc. This is how companies identify projects, processes, policies, and different requirements to satisfy and align with their vision and mission.

Having the right pickup point, destination, route, and vehicle are certainly all critical elements. But there is still one more very important piece: the driver.

You understand the big picture context, and now it is time to find the right person to fill the role and bring it all together.

Role

Finding the right driver to transport you and your items in the right vehicle on the right route

5. What are your expectations of the individual who is going to take you to your destination? Think about things like whether you will also need one or more helpers to load and unload the equipment, the traits you look for in someone if you are transporting combustible substances instead of just regular groceries, etc. Please list your detailed expectations. *

A driver that will consider driving a safer route, is willing to help unload and unload those groceries and supplies and has a kind personality.

ANSWER

Congratulations, you have created your first job ad! Notice how your requirements for the vehicle and the driver are specific to the situation. The combination of these requirements guarantees that you will be able to get to your destination and carry your beautiful garden arrangement for the weekend BBQ in a safe and, hopefully, a fun ride. The fun part of the ride will be a cherry on the top since you may not have listed that in your requirements. That's how someone stands out: By offering something extra that wasn't asked for but makes the experience memorable.

6. What questions would you ask the drivers before finalizing one their vehicles? What pre-requisites would you check on the driver and the vehicle? *

I will ask the driver if it holds the qualifications needed to preform the order, extra skills needed for the trip, and if there will be any extra costs.

FINAL TIER - LAST ROUND

Now you have a pool of candidates (vehicles and drivers), but...

- Some may have bigger vehicles; others may not.
- Some may offer to help you load and unload the equipment or bring additional help; others may not.
- Some will look and sound confident about their vehicle and services, while others may explicitly talk about issues with their vehicle or lack of experience in transporting heavy equipment. They may focus on their inability to offer help in loading/unloading. Furthermore, there could be drivers that do not inspire any confidence based on their uniform, the condition of the vehicle, the tone that they use while speaking, etc.
- Some may come across as professional and detail-oriented by asking you good questions and finalizing all the specific details about the service and your expectations. They may even think of a few things you didn't because they have unique experience with driving compared to you. Some may just

nod in agreement. Which would make you feel more confident in their expertise?

7. Based on all the information that you have now, describe the qualities of the driver that you will hire to transport you and your new equipment. *

I would take the following characteristics into account. The ability to choose larger vehicles as needed, the ability to help load and unload equipment and bring additional help if needed, and if they possessed unique experience in this particular area these objects would make things ideal.

ANSWER: WHO GOT SELECTED

Finally, even though all of them may meet your basic requirements like having a vehicle and skill to drive, the one that you choose will have something extra - qualities that made you choose them over others. Stuff like a touch of confidence, knowledge of rules and addresses, professionalism, being polite and personable, attention to detail, etc.

Although the context and situation is quite different, this evaluation and decision-making process shows how anyone would go through a series of steps and assessment criteria to choose the best fit for a job.

We turned the tables in this exercise by making you think like an interviewer. Now put yourselves in the shoes of the technical interviewer to imagine what you can do to impress them.

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