

Google Interview Prep Guide

Non-technical Interviews

Getting ready for your interviews

Thanks for taking the time to interview with us! We hope you've enjoyed the process so far. This guide will help you understand how to prepare for the non-technical portion of your interview so you'll be ready to show us what you've got.

When you meet with your interviewers, they'll be assessing you on not only your technical skills but also on Googleness and Leadership, using a mix of behavioral and hypothetical questions:

1. **Leadership:** Be prepared to discuss how you have used your communication and decision-making skills to mobilize others. This might be by stepping up to a leadership role at work or with an organization, or by helping a team succeed even when you weren't officially the leader.
2. **Googleness:** Share how you work individually and on a team, how you help others, how you navigate ambiguity, and how you push yourself to grow outside of your comfort zone.

What's a behavioral question?

A behavioral question looks at how you've handled a specific challenge in the past to assess if you'll be a good match for the role. Sample requirements include:

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| ❖ Communication | ❖ Time management |
| ❖ Decision making | ❖ Flexibility |
| ❖ Initiative | ❖ Leadership |
| ❖ Organization | ❖ Problem solving |

Behavioral questions usually start with phrases such as “tell me about a time when” or “give me an example of” or “describe a decision you made.” Interviewers are looking for examples of what you have done and how you have done it. They may follow up with more probing questions such as, “what did you do then?” or “what was the result?”

Examples of behavioral questions

Describe two specific goals you set for yourself and how successful you were in meeting them. What factors led to your success?

Things to consider for your answer:

- Your objectives—be clear on those up front.
- Reasons you chose those particular goals.
- Any measures you set up to track progress.
- Obstacles you overcome and things learned along the way.

Build for everyone

Tell me about a time when you failed to meet a deadline. What did you fail to do? What did you learn?

Things to consider for your answer:

- The root cause.
- How you applied what you learned in future projects.



TIP: For interviews at Google, come prepared with several examples that demonstrate your soft skills in the two categories we assess.

What's a hypothetical question?

While behavioral questions assess your past performance, hypothetical (also known as situational) questions evaluate how you would handle a challenge you may not have encountered yet.

Questions often begin with “Imagine that...” and are designed to assess your thought process rather than “right” or “wrong” solutions. We don’t use brain teasers, but instead want to know how you would approach a typical problem scenario that is related to the role or that Googlers have faced in the past.

Examples of hypothetical questions

Imagine you are in charge of organizing the grand opening of a new Google office in Bangalore, India. What steps would you take to plan this event?

Things to Consider for your answer:

- The objective of the event, and measurement of success.
- Who will be invited to the event.
- Logistics around the event, set-up, location, timing.
- Stakeholders to involve in the process.

General tips for success

- Listen carefully. Rephrasing questions or asking for clarity is okay, as is telling the interviewer you want time to collect your thoughts.
- Be concise. Make sure you’re answering the question and not using a prepared example that isn’t applicable or related to the questions.
- Think in terms of examples that will showcase your top selling points.
- Don’t worry about giving the right answer. The interviewer will be looking to see the thought process versus the answer itself. Expect follow-up questions.
- Come prepared with thoughtful questions (e.g., team priorities, culture, etc.). Interviewing is a two-way street, so we want you to feel comfortable and understand how a role at Google could help you grow your career.

During & after your interviews

Google has a unique hiring process which can take several weeks. We strive to keep you updated, but don’t hesitate to reach out to your recruiter if you have any questions. For more information on our interview process and our hiring philosophy, visit our [How We Hire](https://careers.google.com/how-we-hire) site.

We hope you have a great interview experience with us, and we look forward to seeing you soon!

