1 CheatSheet: Behavior Questions For Coder Interview   INTERVIEW

- PDF Link: cheatsheet-behavior-A4.pdf, Category: interview

- Blog URL: `https://cheatsheet.dennyzhang.com/cheatsheet-behavior-A4`

- Related posts: CheatSheet: System Design For Job Interview, #denny-cheatsheets

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- **Behavioral Interview** is about you and your history, your resume, and your motivation.

1.1 Key Behavior Questions

Num	Name
1	What is the candidate's motivation? Why want to join us?
2	how is his/her teamwork? Collaborate with the peers
3	How do they resolve conflicts?
4	How big impact the candidate has/could drive?

1.2 Well-Known Cultures

Num	Name
1	Link: Facebook's 5 Core Values
2	Link: Amazon 14 Leadership Principles
3	Link: VMware EPIC2 values

1.3 Categories of Behavior Questions

Num	Name	Summary
1	Self-intro Background	Check background, skillset, culture fit, etc
2	Self-intro Strength	
3	Self-intro Weakness	
4	Deal With Priority	
5	Collaboration/Ownership/Conflicts	
6	Communication/Team work	
7	Deal With Failure	
8	Leadership	
9	Value Customers	
10	Deal With Ambiguity	
11	Closing Interview	

1.4 Self-intro Background

Num	Example
1	Walk me through your resume
2	Why you left your previous job?
3	What's your career goal for the next 3 years?
4	Talk about your working projects
5	Why should we hire you?
6	Why you want to apply our company? And why current position?
7	Describe your process for XXX. Describe daily work
8	Tell me about the most challenging problem you have encountered recently.
9	Tell me about the most interesting project you have been working on.
10	What is your biggest challenge?

1.5 Self-intro Strength

Num	Example
1	How will you impact the team if you join. What skills you can bring.
2	What is an accomplishment you're proud of and why?
3	What will you do in your free time
4	Tell me about how you keep up with most updated technology.
5	What kinds of technologies are you most excited about?

1.6 Self-intro Weakness

Num	Example
1	Self personality
2	Different focus of skills set and domain knowledge

1.7 Deal with Priority

Num	Example
1	How to trade-off on various limitations
2	Work on a project with insufficient resource (time)
3	How to trade-off "Fast" and "Quality"
4	Work under pressure

1.8 Collaboration/Ownership/Conflicts

Num	Example
1	Tell us about a time you were given feedback that made you change your strategy
2	How do you handle conflicts in working?
3	What if people take your credits ?
4	If you happen to notice your colleagues made a mistake, what you will do?
5	Tell me about a project that went beyond your scope of work.
6	Customer vs share-holder

1.9 Communication/Team work

Num	Example
1	What if you will do, if you think your manager is not fair.
2	Describe your favorite manager/ team worker.
3	What if you don't get along with your tech lead?
4	How do you like to give and receive feedback?

1.10 Deal With Failure

Num	Example
1	How do you handle missing a deadline or project delay.
2	Numa time you messed up/ took at risk / failed / feel frustrated ?
3	Talk about difficulties / failures / tough time in project.
4	What's the most difficult decision you've had to make recently, and why
5	What's the biggest mistake you have made?
6	What would you change about your project if you did it all over again?

1.11 Leadership

Num	Example
1	Tell me about a time when …
2	Give an example of a time you managed a difficult employee, and how you overcame it.
3	How do you deal with people who disagree with you
4	Walk me through a time you managed a complex team project. How you approach and delegate?
5	Tell me about the best leader or manager you ever had. What did you like about them

https://cheatsheet.dennyzhang.com/wp-content/uploads/2019/10/amazon-14-leadership.png

1.12 Value Customers

Num	Example
1	How do you plan to ensure that your focus is always on improving the customer experience
2	(?) Tell me about a time you had to think outside the box to complete a task.
3	Customer benefits vs Share-holder's benefits

1.13 Deal With Ambiguity

Num	Example
1	Tell me about a time you had to deal with ambiguity
2	Describe a situation where you had to make a decision without data.

1.14 Closing Interview

Num	Example
1	Do you have some questions for me or our project?

1.15 Reference

Num	Example
Reference	Link: Amazon Leadership Principles, YouTube: Intro to Behavioural Interviews
Reference	Google: 10 leadership interview questions, Google: 7 Proven Job Interview Questions

1.16 More Resources

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